



APPLICATION PACK

POSITION:
GROUNDSPERSON



**Churston Ferrers
Grammar School**

Learning to create a better world



**Churston Ferrers
Grammar School**
Learning to create a better world

CONTENTS PAGE

Welcome form the Student Presidents	3
Welcome from the Headteacher	4
Advertisement	6
How To Apply	7
Job Description	8
Contact Details and Local Information Links	10

WELCOME

FROM THE STUDENT PRESIDENTS

Dear Applicant,

Thank you for expressing an interest in joining our school.

At Churston we pride ourselves on our supportive community that encompasses the core values of the school: Scholarship, Self Development, Active Citizenship, Social Justice and Sustainability. We also believe that as well as working hard, it is equally as important to demonstrate respect and thoughtfulness for others. Emphasising these values enables us to create a positive environment that encourages the aspirations of students and staff alike; they help the school in its commitment to continue to develop and become a better place. As such, we believe that a fundamental characteristic of working at Churston is showing your commitment to these values through all your interactions with our community at school and beyond. By coming to Churston you are not just joining an institution, but a family, whose members' educational and pastoral needs are a constant priority.

Pupils naturally form a positive relationship with the staff that work here. This is vital to their holistic experience as a student and is essential to ensuring their academic success. All of our staff act as role models, providing guidance and encouraging all students to make a difference.

From our own experience, coming to Churston has been one of the best decisions that we could have made and we can wholeheartedly say that we have genuinely enjoyed all of our six years here at Churston. We credit this to the inclusive whole-school community and supportive environment which we believe is what sets us apart from other schools and places of work. As this decision we made years ago has been so beneficial to us, we hope that joining Churston will have the same positive impact on you as it has on us.

As a final message, in more simple terms: if you feel that you share our enthusiasm, drive, passion for education, and eagerness to help others, then you'll fit in perfectly, and we can't wait to meet you!

Charlie Shaw and Daisy Robinson

Student Presidents



WELCOME

FROM THE HEADTEACHER



James Simpson
Headteacher

Welcome to Churston Ferrers Grammar School, and thank you for your interest in the position of Groundsperson.

Churston Ferrers is the most westerly of England's co-educational grammar schools, sitting in a beautiful location at the bottom of Torbay with easy access to stunning coast and countryside as well as excellent transport links to Plymouth, Exeter and beyond. We work in partnership with other schools in the area, as well as nationally through the Grammar School Heads Association.

Churston is a school where we all believe in the importance of a truly rounded education that combines academic excellence with outstanding personal development and pastoral care. As an academically selective school, we work with motivated and hard-working students who want to achieve highly. Our outstanding student services team and well-established culture of pastoral support mean that Churston students are able to achieve their goals in a caring, nurturing environment. The school's commitment to the development of our students' wider interests and passions is evidenced by a thriving scene of clubs, societies, sports, arts and trips.

Our students leave Churston with a clear understanding of the positive impact they can have on the world around them. The passions and interests of the Churston staff are central to our development of our students' awareness of the importance of Social Justice, Sustainability and Active Citizenship

We are committed to recruiting and retaining the very best staff to give our students the education they deserve. We have a strong reputation for employee wellbeing: the staff body is a cohesive and welcoming one and our working culture is explicitly protective of family and private time. We are also committed to staff personal and professional development, dedicating resources and support to ensure that everyone feels a strong sense of autonomy, relatedness and competence in their work.

We look forward to hearing from you.

OFSTED VIEWS

'Leaders provide a broad and ambitious curriculum. There are high expectations for what all pupils can achieve, including those with special educational needs and/or disabilities (SEND). Leaders have a clear vision for the intent of the curriculum.'

'Pupils are happy at school and enjoy strong relationships with staff. They are positive about the education they receive, both in and beyond the classroom.'



**Churston Ferrers
Grammar School**

Learning to create a better world

SCHOOL VALUES

SCHOLARSHIP

Through learning, we can create a better world; academic high performance is the result of aspiration, curiosity and taking personal responsibility.

SELF DEVELOPMENT

Through seizing opportunities and being positively self-reflective, we confidently learn, grow and thrive at school and beyond.

SUSTAINABILITY

We have a responsibility to the future of our school, community and planet to care for our resources and seek solutions to the challenges we face.

SOCIAL JUSTICE

We are committed to promoting fairness, to challenging intolerance and prejudice, and to advancing equality of opportunity at school and in the wider community.

ACTIVE CITIZENSHIP

We believe that the world will become a better place through the ideas, actions, advocacy and impact of Churston students today, and in the future.

GROUNDSPERSON

To commence as soon as possible following a successful interview

Full-time, permanent contract

52 weeks per annum/37 hours per week

Salary - Scale 4 Point 18 £25206 per annum

Starting annual holiday - 22.5 days plus public holidays

School Roll 1015 (260 in Sixth Form)



**Churston Ferrers
Grammar School**

Learning to create a better world

Churston Ferrers Grammar School is a high performing selective school with a long-standing reputation for exceptional pastoral care and personal development. Academic standards are high, both in terms of attainment and progress, and the school is recognised for its innovative and inclusive classroom practice.

The school is well known in the local area for its distinctive family feel, backed up by exceptionally strong pastoral care, which ensures that all students feel able to do their very best academically. This emphasis on student welfare is underpinned by a wide range of extra-curricular activities to build confidence and self-esteem.

We are seeking to appoint an experienced, enthusiastic and dedicated groundsperson to join our team. The successful candidate will need to be able to respond to the ground maintenance duties and other general duties as set out in the job description, on a daily basis in an effective, efficient and responsive manner using your own initiative.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check, and references will be taken for all shortlisted candidates.

Further details are available from the school website <https://churstongrammar.com> or if you would like to find out more information and visit the school, please contact Mrs Natasha Dart (Finance Director) natasha.dart@churston.torbay.sch.uk.

Please complete the Support Staff application form which can be accessed from our school website <https://churstongrammar.com/information/vacancies>. Please email the completed form to secretary@churston.torbay.sch.uk.

Closing date is 9.00 am on Tuesday 22nd April 2025.

Interviews will be held as soon as possible following this.

We reserve the right to interview prior to the closing date of this advertised post and we also reserve the right to withdraw an advertised post at any time.

HOW TO APPLY

Please read the enclosed job description very carefully.

Please complete the Support Staff application form which can be accessed from our school website <https://churstongrammar.com/information/vacancies>. Please email the completed form to secretary@churston.torbay.sch.uk.

Please ensure your supporting statement relates to the competencies outlined in the job description.

CLOSING DATE FOR APPLICATIONS: 9.00 am on Tuesday 22nd April 2025.

INTERVIEW DATE: Interviews will be held as soon as possible following this.

References

References will be taken for candidates shortlisted for interview prior to the interview date.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check.

Queries

If you have any queries regarding this job vacancy or would like to discuss this post in further detail, in the first instance, please contact Mrs Natasha Dart (Finance Director) natasha.dart@churston.torbay.sch.uk.

Thank you for your interest in our school. We look forward to receiving your application.

JOB DESCRIPTION

GROUNDSPERSON

HOURS OF WORK:

WINTER (September - April): 8.00AM – 4.00PM (MONDAY – THURSDAY)
8.00AM – 3.30PM (SUNDAY)

SUMMER (May - August): 8.00AM – 4.00PM (MONDAY – FRIDAY)
(one day of the week to finish at 3.30 pm)

A half hour unpaid lunch break to be taken each day.

Reporting to: The postholder will support the Director of Finance and Resources in the organisation of the school facilities and be responsible for the maintenance services for the grounds and the school.

Main duties and responsibilities

- To undertake ground maintenance duties, e.g. grass cutting, hedge trimming, shrub pruning, weeding and clearance of leaves to maintain a clean and tidy appearance.
- To undertake grounds duties to include marking out pitches at specified frequencies to prepare for all relevant competitions and performance events for athletics, rugby, football and Sports Day.
- To assist in the set up off all pitches for matches including the erection, dismantling and maintenance of sports equipment.
- Planning the maintenance of the playing fields and pitches.
- Where relevant, attend to grounds maintenance contractors working on site.
- To undertake all horticultural operations, e.g. ground preparation, planting, turfing, seeding and pruning.
- To ensure the safe storage and maintenance of all equipment, tools and plant in a safe and good condition, liaising with external suppliers and services where necessary.
- To maintain the cleanliness and general tidiness of all external areas at all times and conform to environmental regulations and provide clean, safe and attractive facilities for the school community.
- Undertake emergency and planned maintenance and repairs, respond effectively and maintain a log of such works.
- To deal with any damage found as a matter of urgency.
- To assist in the coordination and organisation of community use and lettings of the school facilities.
- To carry out security procedures for school grounds and associated buildings.
- Maintain all logs and appropriate records and actions in accordance with procedures.

General duties

- To propose any ideas that may help to promote the school's reputation and the efficient running of the school.
- To work safely, consider the safety of others and work within the guidelines stated in the school's Health and Safety Policy.

JOB DESCRIPTION

GROUNDSPERSON

- To carry out all duties in accordance with the agreement of the Director of Finance and Resources.
- To undergo any appropriate training as considered necessary.
- To be able to drive the school minibus.
- To undertake relevant First Aid Training.



TORQUAY - PAIGNTON - BRIXHAM - EXETER - PLYMOUTH - DEVON



FOLLOW US
ON OUR SOCIAL NETWORKS

@CFGs



churston-ferrers-grammar-school



@churstongrammar



@churstongrammar



Churston Ferrers Grammar School

Greenway Road
Brixham
Devon
TQ5 0LN

Telephone: 01803 842289

secretary@churston.torbay.sch.uk

<https://churstongrammar.com>

Headteacher

Mr James Simpson, BA(Hons), MA, FCCT

Chair of Governors

Ms Sarah Sadler-Smith