



BARNARD CASTLE SCHOOL

Seasonal Grounds Assistant



INFORMATION FOR APPLICANTS

The History of Barnard Castle School

Barnard Castle School has its roots in the medieval past and its eyes set firmly on the future. The school traces its origins back to the nearby Hospital of St John, which was an educational and religious community established by John de Balliol in 1229. He was also the founder of Balliol College in Oxford and his passion for learning remains central to our philosophy today. In 1883 with a gift from Benjamin Flounders, a Victorian philanthropist, and the proceeds of St John's Hospital, the present main School building was constructed. Tony Jackson, the School's tenth Headmaster, was appointed in September 2017 as "Barney" embarked on an exciting new era.

The School

'When you are steeped in little things, you shall safely attempt great things'

This motto perfectly sums up what **Barnard Castle School** - or 'Barney' as it is affectionately known - aims to do in preparing its pupils for life beyond its doors. Through creating an inspirational, compassionate and unpretentious environment, Barney aims to develop young adults with character. Our staff believe that our pupils should be confident, resilient, intellectually curious, tolerant and driven, with an undercurrent of humility, and are prepared to live, embrace and lead in an ever-changing world.

'Parvis imbutus tentabis grandia tutus'

The School has a genuine warmth amongst its **722 pupils** and **180 staff**, which fosters a strong sense of community and endeavour. It is highly unusual to find a school where pupils from Year 9 and Year 11 sit at a table for lunch together sharing a conversation, discussing their latest sports fixture or drama rehearsal. However, this attitude is ingrained in a Barnardian from very early on. The co-educational and cross-year group atmosphere starts in the journey from the Preparatory School (ages 4-11) right through to the state-of-the-art bespoke Sixth Form Centre in the Senior School (ages 11-18). A Barney pupil is quick to make someone else feel at ease, whether that is through simple encouragement or a warm smile.

Whilst we are extremely proud of what our pupils achieve academically, we also recognise the importance of preparing the next generations for an evolving and increasingly competitive global marketplace. To do this, we focus on developing the individual character of every child, and during their journey with us, we aim to cultivate vital life skills through building relationships amongst the pupil body and teachers alike. Each pupil has a dedicated Tutor who meets with them several times a week to discuss anything from pastoral issues to academic progress.

We want our pupils to develop a balanced mindset for life. This requires confidence, resilience and compassion, all built up over a period of time, and in a variety of ways, both within and beyond the classroom. It also requires that most important quality: humility. At our core is an unpretentious and humble outlook, and it is this combination of confidence and humility that allows our pupils to light up a room.

We want staff who believe in our purpose as educators and are proactive in immersing themselves in school life during term time. We would like them to role model the qualities we hope to install in our pupils throughout their journey from the Prep School through to the end of the Sixth Form. Teachers are expected to take part in the extensive extra-curricular "Mind, Body and Soul" programme that runs between 4pm and 5pm and can choose to offer an activity that they are passionate about. We believe in fostering lasting relationships and contact time with pupils outside the classroom is what makes the Barney difference.

The School (cont'd)

The School is situated in its own extensive grounds on the outskirts of an historic market town, recently noted as being the safest in England, in an area of outstanding natural beauty. It is well-resourced and enjoys an enviable reputation for its pupils' achievements on a broad variety of fronts. It is also in proximity to and enjoys close relationships with departments in the universities of Durham, York and Newcastle.

Continuous improvement and investment have produced a number of new buildings, including the MacFarlane Building which houses Physics and ICT, the Atha Fitness Centre, an extension to our Prep School including a new Science Lab, and the new purpose built Sixth Form Centre.

Further details about Barnard Castle School may be found in the Independent Schools' Yearbook and on the School's website **www.barnardcastleschool.org.uk**.

Our Vision

- To be viewed as the leading independent co-educational boarding and day school in the North of England.
- To foster the concept that 'Barney is for Life', imbuing a real sense that to be a Barnardian is something special and life-lasting.
- To make an impact: in Barnard Castle, County Durham and the wider world.
- To place the School in an even stronger position for future generations to enjoy all the benefits of a Barney education.

Our Purpose

- Through creating an inspirational, compassionate and unpretentious environment, we aim to develop young adults with character.
- They are happy, confident, resilient, intellectually curious, tolerant and driven, with an undercurrent of humility, who are ready and prepared to face, embrace and lead in an ever-changing world.



Job Description

Job Title: Seasonal Grounds Assistant

Responsible to: Bursar

Reporting to: Head Groundsman

Department: Support-Maintenance

Purpose: The seasonal grounds assistant is responsible for undertaking tasks to assist with the maintenance of the general condition and availability of the School's sports facilities, with a particular focus on cricket pitches during a busy and intense cricket season from April to September

The Seasonal Grounds Assistant will be a member of a small team of Grounds staff and will report to the Head Groundsman

Overall Responsibilities:

General

- Under the direction of the Head Groundsman, preparing and maintaining the sports facilities, including artificial surfaces to recognised national standards and to the satisfaction of all users
- Providing grounds staff support to matches/fixtures when required
- Implementing weekly, monthly and annual agreed maintenance programmes for all facilities
- Liaising with appropriate staff on the availability of sports facilities for lessons and matches, and advising on the fitness of pitches
- Working with various different types of machinery and equipment to prepare and maintain pitches as well as artificial surfaces
- Undertaking general maintenance of equipment as directed
- Assisting with the maintenance of trees, hedges and paths, including leaf collection and spraying
- Maintaining grounds and sports related building and facilities
- Attending meetings and events as directed
- Undertaking any other reasonable duties as directed by the Head Groundsman

In order to meet the high standards expected of a member of staff in our School, the Bursar is seeking to employ a person with the following qualities, experience, skills and abilities.

Person Specification

- Previous experience as a Grounds Assistant or similar
- A full understanding of field markings
- Experience of mechanical repairs and the ability to mend machinery and make small repairs
- Knowledge and experience of working with synthetic sports pitches/surfaces
- The ability to work well as part of a team
- A flexible and enthusiastic approach to work
- Must be able to work without supervision and prioritise workload according to fixture lists and weather conditions
- Relevant qualification in turf management (NVQ or similar)
- A chainsaw certificate is desirable
- Full, clean driving licence

Expectations as a member of Barnard Castle School Staff

- To have high professional standards and so be an appropriate role model of reliability, behaviour and appearance
- To uphold all the policies of Barnard Castle School
- To take an interest in how the School functions
- To subscribe to School's ethos of inclusivity, collegiality and helpfulness.
- Be responsible for considering the Health and Safety of themselves and others as an integral part of their job.
- Maintain and awareness and observation of fire regulations.
- Undertake safeguarding training and understand safeguarding obligations.
- Demonstrate their ongoing commitment to delivering the highest standards through their department's delivery of service.
- To establish good standards of communication with all stakeholders.
- To be an appropriate role model of reliability, behaviour and appearance.

This job description reflects the present requirements of the post and is not intended to be exhaustive. staff may be required to carry out such other duties as the Headmaster or Bursar may reasonably require from time to time.

Duties and responsibilities, may be subject to change and development, the job description will be reviewed periodically and subject to amendment in consultation with the post holder.

Support

The staff member will be appraised by their Line Manager but routine communication will be on going and professional development.

Appointment Terms, Conditions and Benefits

Type: Temporary Contract

Probationary Period: 6 months

Working Hours: 37 hours per week

Hourly rate: National Minimum Wage

Notice: During the probationary period by School and Employee is one week in writing. Post probationary is 1 month.

Absence: Entitlement to Statutory Sick pay (SSP) only during the first two years. School sick pay as detailed in contract will apply in later years.

Paid holidays:

Pro-rated equivalent of 20 days per annum plus bank.

Holiday year runs 1st September to 31st August.

As a Boarding School, some public holidays (usually May Day) are a normal working day and a lieu day can be taken in School holiday working weeks for this

Pension: In accordance with current pension legislation, Support Staff are automatically enrolled in The Pensions Trust Flexible Retirement Plan scheme unless they choose to opt out. More information is available on request.

Recruitment Process

Barney Application Process:

If you feel that you can meet the above requirements, then please submit a letter of application along with the Barnard Castle School application form to the Bursar. Only applications containing the requested information will be considered.

Applications should be sent to:

Mrs S M Metcalf
Bursar
Barnard Castle School
County Durham
DL12 8UN

Phone 01833 696098

Fax 01833 638985

E-mail hr@barneyschool.org.uk

Closing Date :

Applications will be considered as they arrive

Interviews

Interviews will take place at Barnard Castle School

Information about Interviews:

Applicants should read carefully the application procedure – guidance for applicants, Policy on the Recruitment of Ex-offenders and the Disclosure policy and the Safer Recruitment policy.

Barnard Castle School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and all applicants will undergo child protection screening, including checks with past employers and an enhanced DBS and Barred list check with Disclosure and Barring Service.

Barnard Castle School is an equal opportunities employer.

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PARVIS IMBUTUS

TENTABIS GRANDIA TUTUS

WWW.BARNARDCASTLESCHOOL.ORG.UK