

Job Description: Groundsperson

<p>The School</p>	<p>Bedford Modern School (BMS) is an Independent Co-educational Day School, governed by the Harpur Trust. We have the privilege of educating close to 1300 students ranging in age from 7 to 18 and we enjoy a reputation both locally and regionally for excellence in Sport, Performance Arts, and Music.</p> <p>Combining a 250-year-old tradition with a modern outlook BMS is an unpretentious, tolerant school where all students can flourish as individuals. Our community is a friendly, happy, and supportive every one of the 350 staff members, spanning both teaching and non-teaching roles, help to make BMS an incredibly special place to work. We particularly welcome applications from people who are keen to contribute to this strong and vibrant community.</p> <p>Situated on the outskirts of Bedford on a site with commanding views of the Bedfordshire countryside, BMS is also well served by major road links and St Pancras International is less than an hour away by train.</p> <p>Please visit our website: www.bedmod.co.uk for further information on the School.</p>
<p>Summary of the role:</p>	<p>Job Title: Groundsperson.</p> <p>Location: Bedford Modern School, Clarendon Street and Manton Lane.</p> <p>Department: Estates and Operations.</p> <p>Hours: 40 hours per week, Monday–Friday 7.30am to 4.00pm.</p> <p>Full-day Saturday working by rotation, covering 10 Saturdays per year. If any additional Saturdays are worked, a day off in lieu will be agreed in consultation with the line manager.</p> <p>Job Purpose: To uphold and maintain premium standards for both natural turf and synthetic sports surfaces, including surrounding landscapes and non-play areas.</p> <p>Reporting Line: Head of Grounds.</p>

<p>Role Summary:</p>	<p>This hands-on role forms a key part of a small Estates team responsible for maintaining and enhancing a forty-acre site, including both natural and artificial playing surfaces, shrubs, lawns, plantings, and wider grounds.</p> <p>The post holder will play a vital role in ensuring that all sports surfaces, cricket wickets, outfielders, synthetic pitches, and areas used for rugby, football and hockey are prepared, presented, and maintained to a high standard for students, staff, and visitors.</p> <p>The ideal candidate will have experience in setting up and operating a range of sports turf machinery, along with practical skills across multiple outdoor sports.</p> <p>A sound understanding of relevant health and safety legislation, including noise and vibration regulations, is desirable.</p> <p>This role requires a strong work ethic, attention to detail, and a willingness to work outdoors in all weather conditions as part of a proactive and motivated team dedicated to delivering high-quality grounds maintenance.</p>
<p>Main duties and responsibilities:</p>	<p>This job description does not form part of the contract of employment and may be varied in accordance with the demands of the appointment. The following list of duties is not exhaustive.</p> <ul style="list-style-type: none"> • Maintain all natural and artificial sports surfaces, including cricket wickets, outfielders, football pitches, rugby pitches, and synthetic areas to achieve the highest possible standards of safety, quality, and presentation. • Assist in the full preparation, upkeep, and improvement of cricket wickets and outfielders, including tasks such as cutting, rolling, scarifying, aerating, watering, seeding, and top-dressing. • Conduct routine daily checks, basic maintenance, and minor repairs on a wide range of grounds machinery and turf-care equipment, reporting any defects promptly. • Set up, operate, and safely use sports turf and grounds equipment in line with manufacturer guidance and School procedures. • Prepare sports pitches for fixtures by marking out lines, setting up posts, goals, boundary markers, and ensuring all equipment is removed and returned to storage after matches. • Liaise closely with the Sports Faculty to ensure playing surfaces, both grass and synthetic—are prepared appropriately for scheduled sports, fixtures, and training requirements.

	<ul style="list-style-type: none"> • Undertake general grounds maintenance across the forty-acre site, including mowing, strimming, hedge cutting, planting, weeding, mulching, landscaping, and maintaining shrubs, lawns, and planting beds. • Ensure all work is completed in accordance with School policies, including Health and Safety, Equal Opportunities, and risk assessment requirements, with specific regard to safe machinery use and compliance with regulations such as noise and vibration control. • Provide excellent customer service to students, staff, visitors, and members of the wider school community when working in this customer-facing role. • Support wider School and Estates operations by assisting with preparations for high-profile school events, seasonal grounds tasks, and implementation of the snow and frost plan. • Undertake any other comparable duties as reasonably required by the School or Harpur Trust from time to time.
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Person Specification

	Essential	Desirable	Method of assessment
Qualifications	Current full driving licence.	Holder of spray certificates PA1 & PA6. City and Guilds (or equivalent) certificate in a grounds related discipline. First Aid at Work certificate. Understanding of health and safety and safe practices, including COSHH.	Certification
Experience	At least 2 years' experience in a similar role.	Experience working in an educational environment.	Application form and interview

<p>Skills and knowledge</p>	<p>Able to operate a range of 'Grounds' machinery- including tractor and ride on grass cutting equipment.</p>		<p>Application form and interview</p>
<p>Personal Competencies and Qualities</p>	<p>Excellent time management and organisational skills.</p> <p>Demonstrate a positive and helpful approach.</p> <p>Able to work effectively in a small team and as an individual.</p> <p>Able to foster a cooperative work environment.</p> <p>Able to keep calm under pressure and meet deadlines.</p> <p>Able to communicate effectively, both orally and in writing.</p>		<p>Interview and references</p>