

Groundsperson

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A message from the Principal of King's Ely

Welcome, and thank you for your interest in coming to work at King's. I hope that what you read here will excite you and chime well with your ambitions so that you will want to apply for this position.

King's Ely is an extraordinary place to work: a family of schools educating around 1350 boys and girls aged 2-18 in our Nursery and Pre-Preparatory, Prep and Senior Schools in Ely in Cambridgeshire, and up to age 11 at Fairstead House School in Newmarket. Most of our pupils come from Ely, Cambridge and surrounding areas, while about 200 pupils are boarders from all over the world. King's employs about 540 people in diverse roles from teaching and pastoral care to administration, finance, IT, site services and maintenance and catering.

We often talk about 4 'P's which make King's special: our fundamental **purpose**, unchanged in over 1000 years, in providing the best education and foundation for life we can for the children in our care; our **practice**, ensuring the very highest standards of professionalism and excellence in every area of school life and our commitment to everyone's wellbeing, development and training to achieve this; as an exceptional **place** to grow up and work in with our beautiful 75-acre campus adjacent to Ely Cathedral and the wonderful historical, environmental, spiritual and technological resources available to us; and most of all our **people**, the outstanding and diverse community of pupils, staff and supporters whose commitment, experience and skills are the root of our success.

We welcome all types to join this wonderful mix, and I thank you in advance for the time and thought which I know goes into preparing each application; we really appreciate it and give every application the careful consideration it deserves. I look forward to hearing from you and, I hope, meeting you in due course.

With best wishes,
John Attwater

About the School

Purpose, Ethos and Values

King's Ely exists to make the most and best of childhood, and in particular to give the very best education, opportunities and pastoral care to as diverse a community of children as we can. In doing so we aim to prepare each one to live positive, productive, successful and fulfilled lives, for the betterment of themselves and the world around them. We achieve this through the operation of a family of schools centred around a 2-19 co-educational day and boarding school in Ely, aiming to draw fully on our exceptional environment, history, physical, cultural, spiritual and human resources in doing so.

History

King's Ely can trace its origins from at least 970AD, making it one of the oldest schools in Europe. The School was first established to educate the choristers of the worshipping community of Ely and throughout our history we have maintained strong links with Ely Cathedral.

In 1541, King Henry VIII founded a College of Canons at Ely Cathedral to replace the monks whose monastery has been dissolved in 1539 and the School received its Royal Charter, later becoming known as "The King's School".

King's Ely Today

In recent years King's has expanded rapidly, becoming co-educational in 1970, and today educating around 1100 children aged 2-18 at Ely, including 185 boarders.

The school is divided into three sections: King's Ely Senior (age 13-18) and King's Ely Prep (age 7-13), which occupy adjacent campuses and benefit from shared facilities, and King's Ely Acremont and Nursery (ages 2-6) which have their own self-contained campus about 400m from the main site. Additionally, Fairstead House School in Newmarket (for pupils aged 1-11) joined the King's Ely family of schools in 2022.

The main campus extends to around 75 acres and contains buildings spanning the thirteenth to twenty-first centuries, including many of the historic monastic buildings adjacent to Ely Cathedral as well as more recent, purpose-built facilities and almost 40 acres of playing fields.

King's Ely plays a key role in the local community. We are one of Ely's largest employers and contribute greatly to the local economy, and we also continue to educate the choristers of Ely Cathedral. King's Ely also offers a number of bursaries to enable pupils from all walks of life to benefit from the education it offers.

In its recent ISI Inspection (March 2025), King's Ely was found to meet or to exceed all regulatory standards. In addition, the Inspectors judged the School to have a *significant strength* in the way in which its high quality pastoral care is interwoven with a dynamic enrichment programme. This enables "pupils of all ages to develop their independence, intellectual curiosity, creativity and socialization particularly well".

The School is rightfully proud of the Inspection. It is testament to the community spirit of King's Ely and the commitment and respect shown each day by pupils, staff and their families.

King's Ely is affiliated with the HMC, Society of Heads, IAPS, the Boarding Schools' Association and the Choir Schools' Association.

The Grounds Department

King's Ely has 4 different schools within its extensive grounds, 35 acres of which are set to dedicated sports fields, all set within and around the heart of Ely's City Centre, and medieval Cathedral grounds. As well as this, there are hard tennis/Netball courts, athletics facilities, artificial cricket nets an astro and swimming pool. All of which the grounds section of the department maintain. The sports fields and facilities are kept to the highest possible standard in demanding circumstances with regular changes to suit the demands and needs of the sports department. The successful applicant will help deliver this service and will be involved in preparation and maintenance of Cricket, Rugby, Football and Athletics on turf as well the additional sports played on the hard/artificial surfaces. In addition to our main campus's, we now also have Fairstead house school in Newmarket as part of the King's Family of schools, which the department will assist with the maintenance and development of that site to.

King's Ely's Grounds and Gardens Department prides itself in carrying out nearly all the installation and maintenance required, in its extensive and varied range of grounds and gardens. the successful candidate will also be asked to cut smaller lawns and assist in general grounds maintenance.

The department is also hands on with promoting and helping the school environment, working with groups of pupils and staff from all sections of school regularly.

We are also proud to have and maintain the gardens of the Old Palace which the school acquired in 2011 and is now the schools sixth form centre. The garden provides all grounds and gardens staff with exciting, and varied work in its vast walled garden. As well as a unique working environment in the shadows of Ely Cathedral. It is also home to one of the original and largest London Plane trees in the UK which makes the garden even more unique.

Managed by the Grounds and Gardens Manager the department consists of 9 members of staff, with 4 currently working in the Grounds team which the successful candidate will join.

About the role

The Groundsperson will report to the Head Groundsman daily. The main responsibility of the Groundsperson is to assist in the maintenance and development of the grounds across the 70-acre School site, more specifically, focusing on sport and general grounds maintenance.

- To maintain and develop the grounds to the high standards expected by the school.
- To be skilled and competent in the use of larger ride on machinery including tractors with 3-point link and towed implements for the maintenance of turf and artificial surfaces
- To use a wide range of hand tools as well as petrol, 2 stroke and electric equipment.
- To work in a manner that always ensures your safety and the safety of others.

In addition to working within the grounds team. He/she may also be required to occasionally work with the gardens section of the department. For example, when working on larger Grounds and Gardens related projects, preparing for events or joint maintenance works.



Person Specification

Qualifications	
Relevant Groundcare, turf/amenity qualification for example NVQ's	<i>Essential</i>
3 years working in the Amenity industry which can include having been a trainee.	<i>Essential</i>
Full UK driving licence	<i>Essential</i>
PA1 and PA6	<i>Desirable</i>
Tractor/machinery related training.	<i>Desirable</i>
Experience, Knowledge, and Skills	
Must have sound knowledge & interest in groundsmanhip, turf and its processes, including knowledge of marking out fields for use in sport.	<i>Essential</i>
Physically able and competent in the safe use of grounds & horticultural machinery/tools and have a knowledge of their set up & basic maintenance.	<i>Essential</i>
Good communications skills	<i>Essential</i>
Ability to work efficiently and accurately (individually or as part of a team), with a keen eye for detail.	<i>Essential</i>
Having worked in a similar grounds/amenity environment (could have been a trainee role)	<i>Essential</i>
Basic Health & Safety Training	<i>Desirable</i>
Manual Handling	<i>Desirable</i>
Some experience in hard and soft landscaping – for example, turfing, fencing, and Hard landscaping	<i>Desirable</i>
Personal and Professional Qualities	
A good team player who is willing to be flexible when unexpected changes occur	<i>Essential</i>
Practical person who can not only solve problems but also knows when to ask when something may be beyond their knowledge base.	<i>Essential</i>
Someone who can follow careful instruction.	<i>Essential</i>
Highly motivated, proactive, and keen to learn.	<i>Essential</i>
Friendly and approachable demeanour	<i>Essential</i>
Willingness to work outside in all weather conditions	<i>Essential</i>
Enthusiasm to develop self and subject area.	<i>Desirable</i>

Working at King's Ely



King's Ely is committed to rewarding our employees who share our passion, vision, and values, and to investing in their wellbeing and continuous professional development.

40 hours per week Monday – Friday 7am – 3.30pm with 30 minutes unpaid break. In addition, there will be a requirement to work approximately 5 Saturday mornings 8am – 1pm (times may vary), term time only, on a rota basis once familiar with the school campus. The annual salary will be paid monthly in arrears.

Salary: £27,352 - £29,332 per annum

The job-holder's workplace will be predominantly the school's premises in Ely, however there will also be a requirement to visit Fairstead House School in Newmarket. And occasionally off-site locations for additional tasks and to assist other departments.

Start Date: ASAP

Holidays: 33 days' paid holiday per annum, including Bank and Public holidays (3 days of which must be taken during a whole school shutdown at Christmas).

Probation: There will be a probationary period of six months during which one month's notice is required by either party. Thereafter, the notice period will be one calendar month.

In addition to the above, employees at Kings Ely benefit from:

- Generous fee-remission, subject to availability of places and successful admissions procedures. Staff currently enjoy a discretionary discount on fees for children in Reception year onwards, details of which will be provided upon request.
- Enrolment in the statutory auto-enrolment pension scheme. The contribution rates for the auto-enrolment pension scheme are Employee contribution of 5% and Employer contribution of 3%.
- The school offers a private healthcare insurance scheme, which staff may opt to join at their expense, shortly after the start of each academic year (the policy year starts on 1 November each year). The scheme can only be joined at the start of the policy year, not part-way through the year.
- Use of school gym facilities and use of the swimming pool at specific times (during summer school holidays – small fee applies).
- Access to Salary Sacrifice Schemes such as: Cycle2Work, Home and Tech Scheme, and Local Gym Membership
- Limited free on-site car parking
- School lunch provided when at work over lunch time and tea and coffee throughout the day.

- Access to an Employee Assistance Programme, available to the employee and their dependents.
- Discounts at local businesses including Poet's House, Almonry Kitchen & Tearooms, Ely Grazing Company, Sushi and Salad, Griddle Bar and Meathouse, and The Pantry (Newmarket).



Information for Candidates

Applications should be made via My New Term, you can do this by clicking the 'Apply Now' button at the top of the advert. The final closing date for applications will be **noon on Tuesday 4th November 2025**.

Where Applicants have been successful in the shortlisting process they will be contacted for interview. Interviews will take place shortly after the closing date.

We reserve the right to invite candidates for interview prior to the closing date. Therefore, we encourage interested applicants to submit an application as soon as possible.

If you are selected for interview, you will need to provide proof of identity, birth certificate, documentation confirming your NI number or your right to work in the UK and certification of qualifications.

Shortlisted Applicants should be aware that references will be requested as part of the interview process.

King's Ely is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service.

Thank you for completing your application and your interest in King's Ely.





King's Ely
Cambridgeshire
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www.kingsely.org