

Bancroft's

Independent Co-educational Day School 7–18

Candidate Information Pack

Groundskeeper

Required from November 2026



Welcome from the Head

Thank you for your interest in joining our vibrant, friendly and purposeful Bancroft's School community. Whatever their role, all Bancroft's colleagues work in a spirit of shared endeavour to create the conditions for our pupils to enjoy their time at school, to be inspired and supported to do their best, and to be ready to thrive in their adult lives.

Bancroft's is a long-established 7-18 independent school with an excellent reputation for academic success within a holistic and nurturing educational framework. Highly regarded and much sought after in the local market, the School is financially robust with a clear and positive vision for the future. Though proud of our traditions, we are open-minded and imaginative in our approach to staff recruitment. We are especially keen to hear from applicants who would add to the ever-increasing diversity of our workforce.



We have recently completed a merger with two local schools – Woodford Green Preparatory School and St Aubyns' School – providing additional opportunities for staff, especially support staff, to work across the Bancroft's Family of Schools.

On the teaching side we welcome colleagues from the state and independent sectors as well as those joining the profession as Early Career Teachers. Our teachers benefit from extensive professional development and enjoy working with bright, highly motivated pupils across the full range of academic, pastoral and co-curricular contexts and pursuits.

We recruit support staff from a wide range of professional backgrounds and are equally keen to consider candidates versed in the education sector as well as those who bring transferable experience and additional perspectives. Ongoing training of support staff is a high priority and we are proud to develop colleagues' skills during their careers with us.

Please look at our website and the information in this pack for a more detailed understanding of what a role at Bancroft's could offer you. I hope we have the opportunity to meet you at interview.

Our School *Values*



Balance



Kindness



Excellence



Curiosity



Integrity



Courage

With best wishes

Alex Frazer

Alex Frazer
Head of Bancroft's



*Watch
our pupils
interview
Alex*

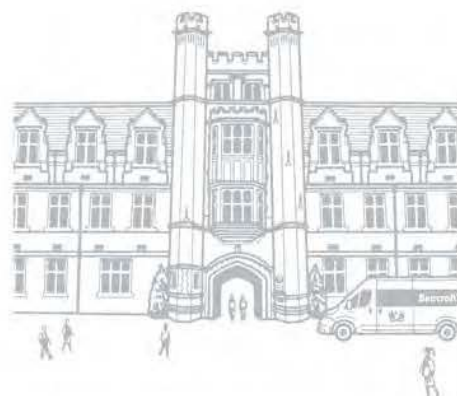


BeingBancrofts



240
clubs and
activities

Co-Educational
Day School
founded in
1737



4 Houses

*North
East
West
School*

77%
of all **GCSE**
papers graded
at **9-8** in
2026

A*-A
75% of **A Levels**
were graded
A*-A
in 2026

250 **Staff**
Members

17
acres of
playing fields



511 **sports** fixtures
in 2025/2026



8200
books borrowed from
the library in 2025/2026



Located on the border
of **London** and **Essex**
with direct access
to **Epping Forest**



1150
pupils aged between
7-18 who join at
7+, 11+ or 16+

95%
of our Year 9 pupils
participate in the
Duke of Edinburgh's Award



The *Department*

The Operations Department plays a key role within the School, responsible for the management, oversight and delivery of all planned and reactive maintenance and the preparation and maintenance of our sports pitches and grounds across our estate including our sports ground, West Grove, which is a short drive from the main school. As we transition to the harmonisation and integration of support services across the Bancroft's Family of Schools, the Operations Department will play an increasing role in the support of all schools.

The department is also responsible for the development and establishment of a positive safety culture throughout the School to ensure we meet our legal requirements in terms of Health, Safety, and Compliance.

The department consists of:

The Operations Director, who line manages:

- Facilities and Operations Manager
- Grounds Manager
- Facilities and Operations Co-Ordinator
- Duty Managers

The Operations Director also oversees and is the primary point of contact with our external contract cleaners.

The Facilities and Operations Manager line manages:

- 2 Residential Caretakers
- 4 Caretakers
- 1 Plumber
- 2 Handymen
- 1 Electrician

The Grounds Manager line manages:

- 2 Groundskeepers
- 2 Gardeners
- 1 Apprentice Groundskeeper

In due course there is the potential for the grounds team to increase to support the needs of the other schools within the Bancroft's Family of Schools.

The *Role*

The school has an extensive range of sporting facilities including cricket squares, football and rugby pitches, tennis courts and athletics tracks. The Groundskeeper will work on all sports playing fields at our West Grove playing fields (main area of responsibility) and main school site. Grounds staff are also expected to undertake work in the school's gardens, borders and boundaries, ensuring these areas are maintained to a high standard.

This position would suit a “hands on” experienced individual who is flexible and committed to providing quality sports facilities and grounds. The Groundskeeper takes an active role whilst understanding the changes in the sporting seasons.

Prioritising the day to meet the requirements of the sports department under the guidance of the Grounds Manager and the Director of Sport is an essential part of this role. Experience in the maintenance of sporting facilities especially cricket pitches is essential.

A qualification such as Sports Turf Operative Level 2 or equivalent is required.

Working Hours

The post is 52 weeks per year. The working hours are 37.5 hours per week, Monday to Friday 8:00am to 4:30pm with 30 minutes unpaid break and 30 minutes unpaid lunch.

This position requires a level of flexibility and the successful applicant will be expected to work additional time after hours as required to meet the school or sport fixtures needs.

Annual leave for full-time staff is 27 days per year, as well as 8 Bank Holiday days. The annual leave year runs from 1 September to 31 August. Holidays need to be agreed in advance with the Grounds Manager.

Remuneration

The salary range for the full-time role is £32,540- £33,540 based upon experience. See below for details of the benefits packages.



The *Person*

Person Specification:

	Essential	Desirable
Education	Minimum Level 2 Sports Turf Operative (or equivalent) GCSE Maths & English	Level 3 Advanced Sports Turf Technician
Experience	Experience of working in the care of sports grounds or turf care, using safe working practices Full clean driving licence to include tractor driving and towing a trailer Knowledge of Health and Safety regulations	Experience in hard and soft landscaping Experience of working within a school environment Practical maintenance skills Knowledge of safeguarding
Skills	Ability to work as part of a team or independently as required Ability to work to deadlines Friendly and cooperative An energetic, proactive attitude The ability to interpret plans and drawings Flexible and adaptable to changing demands and priorities Practical and hard working Confident and enthusiastic	PA1/ PA2 / PA6 spraying licence for both pesticides and fertiliser application Chainsaw licence
Personal Qualities	A willingness to work outside in all weathers Punctual To be physically fit enough to carry out the role, including tasks such as lifting and moving equipment	

Key *Responsibilities*

Below is a summary of the key responsibilities of the Groundskeeper.

- To prepare all grass and hard surfaces at Bancroft's to the highest standards including mowing, marking out, weeding, watering and all renovation practices
- To carry out general maintenance of landscaped and garden areas for example repairing bare patches, seeding new grass, aerating soil to improve growth, applying fertilisers and nutrients to keep lawns green and healthy, hedge cutting, planting
- To have a good knowledge in the preparation and set up of cricket pitches and other sports surfaces such as Rugby and Football
- To be able to use all grounds relevant machinery including mowers, scarifiers, hedge cutters, strimmer's, etc in a safe way
- To top dress and over seeding pitches
- To mark out and measure running tracks, football and rugby pitches
- To be able to use tractors with different types of attachments in a safe way
- To keep grounds to a high presentation and clean standard
- To apply fertilisers / nutrients and chemicals in line with relevant guidelines





Key *Responsibilities*

- To be able to identify and control pest, weeds and diseases
- To communicate effectively to sports staff and understand their needs and requirements.
- To attend appropriate training courses to allow safe use of grounds equipment
- To assist in erection and dismantling of sports equipment
- To ensure work areas and school grounds are kept clean, tidy and secure at all times.
- To inform the Grounds Manager where appropriate, of mechanical defects and machinery breakdowns
- To support the grounds team with the maintenance of trees, hedges and paths, including leaf collection and spraying, working at heights and manual handling
- To manage and check facilities, plant, and equipment to ensure safe working practices and health and safety legislation including equipment and plant checks
- To support the efficient use of resources
- To make recommendations for improving the best use of resources and playing surfaces
- To clean, sharpen and perform basic repairs on mowers, trimmers, and hand tools
- To fix minor repairs to fences, gates and outdoor furniture as needed
- To complete seasonal tasks such as grit spreading, sweeping pathways, clearing debris and leaves removal
- To complete any additional duties, as directed by the Grounds Manager, Director of Sport, Operations Director or Chief Operating Officer which are within the reasonable capability and responsibility of the Groundskeeper

Working at Bancroft's

Bancroft's offers a generous benefits package, including:

 Competitive salaries	 Pension scheme options – TPS or our Defined Contribution Scheme	 Income Protection Insurance	 Death in Service Insurance
 Complimentary lunches	 Use of school gym and swimming pool	 Optional subsidised private health care	 Fee remission for children of staff members
 Friendly and welcoming common room, which organises regular social events	Location  Essex M11 M25 5 miles from the M25 London Epping Forest Closest Stations: Woodford (underground) Chingford (overground) Right next to Epping Forest which creates a peaceful and countryside feel whilst being so close to London and transport links.		
 Outstanding support for ECTs	 Generous holiday allowance	Travel Options by Bus: 179 397 657 20	
 Cycle to work scheme	Commitment to supporting ongoing professional development		

At Bancroft's, we believe that diverse teams are stronger teams and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging. To enable us to make reasonable adjustments, please let us know of any physical or learning differences (including neurodivergence) when you submit your application.

In their *own words*...



John Raw

Teacher of Biology

Joined in 2012

“I love the fantastic classroom environment - students and teachers alike have a genuine love for learning and this is reflected in the level of focus in lessons and the great discussions that occur.”



Laura Mason

Second in Charge of English
and Head of Year (Sixth Form)

Joined in 2023

“Moving from a city 200 miles away for a relocation, I knew I had to find the right school where I would be happy as I settled into London life.”



Tara Bird

Prep Class Teacher and
Head of PSHEE and RS

Joined in 2023

“Bancroft's Prep has a culture of acceptance and kindness. Everyone, children and staff, are considered and valued. I feel like that is what sets Bancroft's apart from other schools.”



Hannah Nadasan-Mead

Teacher of Religious
Studies and Junior Housemistress

Joined in 2016

“I feel valued at Bancroft's, and I appreciate that there does not seem to be a strong sense of hierarchy, rather the pursuit of shared goals across the staff and student body.”



Daniel Siggins

Director of IT

Joined in 2011

“Bancroft's is a truly special place. The culture here is one of attentive professionalism, thoughtfully prioritising the needs of everyone in the community, while also finding joy in everything we do, even in the face of adversity.”



Rachael Doogan

Head of Academic Drama
and Activities Co-Ordinator

Joined in 2022

“The culture is supportive, with strong foundations of listening and kindness. Teachers also have a lot of autonomy in the classroom which I haven't seen at other schools.”

In their *own words*...



Ananthi
Amirthananthar
Teacher of Chemistry
Joined in 2023

“Teaching here is progressive, collaborative, and forward-thinking, allowing me to hone my skills while being part of something exciting.”



Diana Kondrasina
Catering Team
Joined in 2022

“At Bancroft's, we're each a piece of a shared puzzle that fits together with care. Watching our pupils grow is a daily privilege.”



Alistair Whibley
Teacher of History, Head of Year,
and CPD Co-ordinator
Joined in 2021

“It is hard not to feel a sense of pride in being part of the Bancroft's community on a regular basis - watching performances, celebrating success, and witnessing acts of kindness.”



Amanda Clark
Prep School Administration
Assistant and Lead First Aider
Joined in 2009

“The children are at the heart of everything I love about my role. Their curiosity, energy, and creativity bring so much life to the school. Each day is different, and their excitement for learning is infectious.”



Winner of the

Alice Rose Award for Innovation in Education

recognising schools where children feel nurtured, supported, and free to grow.



Winner of the

Pastoral Care Champion Award 2025

celebrating excellence in wellbeing and pastoral support.



Finalist for

London Independent School of the Year 2025

one of only six schools shortlisted across the capital.

How to Apply



To apply for this position through *My New Term*, please submit a completed application form by following the link on our Vacancies Page.

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment.

Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.



←
*Scan or click
to view our
vacancies page*



Talk
Education

“Bancroft’s pupils are an aspirational, hard-working bunch, with plenty aiming for and winning places at top universities including Oxbridge, UCL, LSE, Imperial College London, Durham, Bristol and Edinburgh.”



The Good
Schools Guide

“A contemporary, forward-looking school, with traditions but without entitlement. Academic excellence a given, it is the opportunities offered outside the classroom which ultimately set Bancroftians up for life.”