



# POCKLINGTON SCHOOL

Ages 0 to 18



Applicant Pack  
Groundsperson  
May 2026





## School Information

**Pocklington School was founded by John Dolman in 1514 as part of a guild whose aims encompassed support for the poor and sick or the parish as well as the foundation of a school “for bringing up the youth in virtue and learning”**

The foundation was thus based on a commitment to the value of education and to the creation of opportunity for those who would take their place in a society which was finding itself increasingly in need of an expansion of education. Today there is, in the school, a similar commitment to quality of education and the upholding of high standards in all facets of life.

We value our Christian foundation: of course pupils and staff comprise individuals of different faiths and beliefs but there is a desire to aspire to Christian values.

The majority of students are day pupils but there are also boarding pupils across 2 boarding houses accommodating senior and junior boys and girls. The Senior School and the Prep School work closely together, with the facilities across the site available for all ages. The school is fortunate in having good playing fields and plenty of open space and gardens. There are excellent facilities, including a fine theatre, a sixth form centre, a superb library, an Art and Design Centre, a swimming pool and other sports facilities.

We have recently expanded our provision to include a brand new state of the art nursery accommodating babies up to 4 years.

Set in extensive grounds on the edge of Pocklington, 12 miles east of York, we offer a unique working environment based within a historic market town, but close to major cities and heritage coastlines. The East Riding of Yorkshire is a wonderful place to work and live, with one of the local villages, Bishop Wilton having recently featured at number 5 on the Sunday Times' best secret villages to live in list.

Staff are supported by approachable and knowledgeable colleagues. You will be encouraged to undertake development opportunities and will find a friendly and welcoming working environment. We offer a community and family feel, not just a workplace.

# Strategic Education Vision 2020-2026



*The Pocklington Values of Courage, Truth and Trust, along with the nine Virtues which underpin them, are embedded in every aspect of Pocklington School life to sustain, inspire and galvanise the whole School community*

## ETHOS AND VALUES

### A Pocklington Education is:

Academically challenging, supportive and individually personalised

Holistic, broad and full of opportunity

Family and community focussed

Grounded in our Values and Virtues

One that embeds personal and social responsibility

Designed to ensure pupils are adaptable and future-world ready

Inclusive and caring with a Christian ethos that welcomes all faiths and none

## AIMS

### We aim to:

Uphold our Pocklington Values and Virtues in all that we do

Broaden our pupils' horizons and raise their ambitions

Work closely with families in educating their children

Nurture innovation and adaptability and be proud of our tradition

Be a great place to live and work

Ensure our Foundation's long-term future

## STRATEGIC OBJECTIVES

### Our strategic objectives are to:

Foster and deliver teaching and learning of the highest quality

Retain and develop our first-class teaching and support staff

Further improve our outstanding

- sport, music, drama and wider co-curricular program
- boarding, pastoral care and provision for wellbeing

Optimise our pupil recruitment

Cultivate a culture of giving back and increase accessibility to the school

Be sustainable and efficient

Inspire, support and celebrate equity, diversity and inclusion

Extend and deepen our links with our local, national and international community

Continue to grow a technologically capable community



*Aspiration Resilience Integrity Enquiry Creativity Reflection Collaboration Compassion Commitment*

# Employee Benefits

The following are on offer as part of your employment with the Foundation. For further information on anything detailed here, please speak to the Human Resources Team.

## Foundation Benefits:

**Generous Pension Scheme** – We offer competitive employer contribution rates for all staff

**Death in Service Benefit** – 3 times salary or last 12 months salary for casual workers

**Discounted School Tuition Fees for permanent staff** - with the option to spread payments over 12 months

**Discounted Gym Membership** - Francis Scaife Leisure Centre (Pocklington)

**Employee Assistance Programme** – offering a health, wellbeing and counselling service for staff and their families

**Smart Health** – Unlimited access to 24/7 online GP as well as a range of other health & wellbeing experts. Available to you and your immediate family.

**On-site Gym and Swimming Pool**

**Free Lunch** in term time

**Free Staff Room Refreshments** – in term time

**Enhanced Maternity and Adoption Pay** - see the policies on the Extranet under Bursarial, HR & Payroll, Policies

**Enhanced Sick Pay Arrangements** – detailed within the Absences from Work Policy, also to be found on the Extranet

**Annualised Pay where possible** – allowing for easy home budgeting

**Winter car lights & tyre testing** – organised by the Transport Team each January

**Internet and e-mail access at work** (subject to appropriate use in accordance with the school policies)

**Free parking**

**Free library services** – including holiday book loans

## HMRC:

**Cycle to Work scheme** - This scheme is offered on a salary sacrifice basis, allowing staff benefit from reduced tax and NI payments.



# Job Information

**Role Title:** Groundsman

**Overall Purpose:** working in a small team to maintain 50 acres of playing fields, including mowing, marking, applying chemicals and pruning

**Responsible To:** Head Groundsman

**Staff Responsible For:** N/A

**Salary:** £24,455 per annum / £12.71 per hour



# Job Advert

## GROUNDSPERSON

We are looking for a motivated and reliable Groundsperson to join our friendly Estates Team and help maintain our extensive sports grounds and outdoor facilities. Reporting to the Head Groundsman, you will play an important role in the upkeep and development of over 50 acres of playing fields, sports pitches and courts, ensuring they remain safe, attractive and prepared to the highest standards for pupils, staff and visitors.

The role will involve a range of grounds maintenance duties including mowing, pitch marking, fencing, tractor work, and the safe application of fertilisers and pesticides. We are seeking a practical and enthusiastic team player ideally with previous grounds maintenance experience within a large-site environment or from a farming background. Candidates should have experience operating a variety of grounds maintenance machinery, including ride-on mowers and tractors, and possess a good understanding of basic mower maintenance and equipment care. Relevant qualifications such as PA1, PA2, PA6 or chainsaw certificates would be advantageous, although full training and development opportunities will be provided for the right candidate.

If you are someone who enjoys working in the outdoors, takes genuine satisfaction and pride in a job well done, and would like to be part of a supportive team responsible for maintaining outstanding school sports facilities, we would like to hear from you.

**Hours of Work:** 37 hours per week (all year round) Tuesday – Saturday during term time; Monday – Friday during school holidays

8am – 4:30pm with an hour lunch break (with a 4pm finish on a Friday)

For further information please call Abby in the HR Team on 01759 322666 or email [recruitment@pocklingtonschool.com](mailto:recruitment@pocklingtonschool.com)

Please apply on MyNewTerm:

<https://mynewterm.com/school/Pocklington-School/118132>

*At Pocklington School we strive to inspire, support & celebrate equity, diversity & inclusion, indeed this is so fundamental that it is one of our core strategic objectives. As such we are committed to promoting equality and diversity within our workforce. As part of our recruitment process, we actively encourage applications from individuals of all backgrounds, experiences, and identities, including but not limited to race, ethnicity, gender, sexual orientation, disability and age. We recognise the value of diverse perspectives and believe that a diverse team enhances innovation, creativity and success. We strive to create an inclusive environment where all employees feel valued, respected and empowered to contribute their best. Pocklington School Foundation is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced disclosure via the DBS.*

## Job Description

### GROUNDSPERSON

#### Reporting To:

Head Groundsman

The groundsperson plays a key role in being a member of a team responsible for the maintenance of 50 acres of playing fields.

#### Child Protection

The post holder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and will adhere to and ensure compliance with the Foundation's Child Protection Policy Statement at all times.

If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the Designated Safeguarding Lead or to the Head.

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# POCKLINGTON SCHOOL FOUNDATION

#### Main Duties

Maintenance of:

- 7 Rugby Pitches
- 4 Cricket Squares and Outfields
- 8 Cricket Practice Nets
- 3 Mini Football Pitches
- 8 Lane Athletics Track and associated Athletics areas
- 2 Astro turf Pitches
- 4 Tarmacadam Netball/Tennis Courts

Maintenance includes: mowing, marking, aeration work, brushing of astro surfaces, end of season renovation work, maintenance of machinery and sports equipment, application of pesticides and fertilizers, fencing, tree pruning, salting of pathways and snow clearance.

#### Miscellaneous Duties

These include:

- Friends of Pocklington School, Summer Fairs and Bonfire Events
- Helping with school walk
- Setting up activities for Prep School events
- Support to Commemoration Day, Prize-giving and open days (e.g. helping with organising car parking)
- Helping with laying out and moving desks for exams
- Summer Sports Activities
- Perform such other duties as reasonably correspond to the general character of the post and are commensurate with its level of responsibility
- A willingness to be adaptable and to work weekends or unsociable hours as required by the Head Groundsman

Full health and safety and 1 day 1<sup>st</sup> aider training will be provided.

The above main duties are not exhaustive and may vary without changing the character of the job or level of the responsibility.

## Person specification – Groundsperson

	Essential criteria	Desirable	How measured
Experience	<ul style="list-style-type: none"> <li>• Experience of working effectively in a team</li> <li>• Experience of driving a tractor / ride on mower</li> </ul>	<ul style="list-style-type: none"> <li>• Previous similar experience ideally in a large grounds environment / farming background</li> </ul>	Application Form / Interview
Qualifications and Training	<ul style="list-style-type: none"> <li>• Full Driving License</li> </ul>	<ul style="list-style-type: none"> <li>• PA1 PA2, PA6 (tractor and knapsack spraying qualifications)</li> <li>• Chainsaw qualification</li> </ul>	Application form
Skills and knowledge	<ul style="list-style-type: none"> <li>• Able to use relevant equipment effectively and safely</li> </ul>	<ul style="list-style-type: none"> <li>• Basic mechanical and maintenance knowledge relating to mowers and Grounds equipment</li> </ul>	Interview / task
Personal attributes	<ul style="list-style-type: none"> <li>• Follows instructions promptly and accurately</li> <li>• Self-motivated, hard-working and uses initiative</li> <li>• Polite, honest, reliable</li> <li>• Empathy with the principles, ethos, aims and aspirations of Pocklington School Foundation</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to training and development if required</li> </ul>	Interview

# Recruitment Timetable

**Closing Date:** 9am 19<sup>th</sup> June 2026

**Expected Interview Date:** To be arranged

**Expected Start Date:** July / August 2026

Please apply online using the mynewterm applicant tracking system  
<https://mynewterm.com>

This can be accessed through <https://www.pocklingtonschool.com/work-with-us> where you can find out more about working at the Pocklington School Foundation.

Please ensure you read the following policies in the “related documents” section

- application process and safer recruitment guidance
- recruitment of ex-offenders policy statement
- policy regarding disclosure information
- GDPR privacy notice relating to the Recruitment Process

These policies are also available to view on the key recruitment policies page of our website along with our safeguarding children policy  
<https://www.pocklingtonschool.com/work-with-us>

We can also send these to you as a hard copy if requested.

For further information please contact Abby Popely, HR & Recruitment Advisor:  
[PopelyA@pocklingtonschool.com](mailto:PopelyA@pocklingtonschool.com) 01759 322666

Thank you for your interest in working with us and we look forward to receiving your application.

