

# Bancroft's

Independent Co-educational Day School 7-18

Job pack for the position of

# Gardener

(Part Time)





# 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.



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.

With best wishes

*Alex Frazer*

**Alex Frazer**  
Head of Bancroft's



*Watch  
our pupils  
interview  
Alex*

## Our School *Values*



Balance



Kindness



Excellence



Curiosity



Integrity



Courage



# Being Bancrofts



**240**  
clubs and activities

Co-Educational Day School  
**founded** in  
**1737**



**4 Houses**

*North  
East  
West  
School*

**71%**

of all **GCSE** papers graded at **9-8** in 2025

**A\*-A**

**75%** of **A Levels** were graded **A\*-As** in 2025

**250 Staff Members**



**17 acres** of playing fields

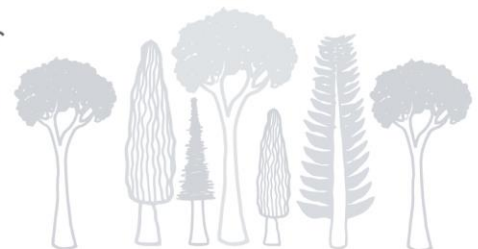


**1080 sports fixtures** in 2024/2025

**8200 books** borrowed from the library in 2025



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 Grounds Department is headed up by the Grounds Manager and includes 2 Groundskeepers, 1 Apprentice Groundskeeper, as well as two part-time Gardeners. The team is line managed by the Operations Director.

## The *Role*

Bancroft's School are looking to recruit an experienced part-time Gardener to be part of the Grounds Department. This position would suit a "hands on" experienced individual who will be flexible and committed to providing a beautiful and eye-catching environment for the pupils and School to flourish all year round.

The School has an extensive range of gardens, flower beds, lawns, trees, hedges and sporting facilities. The successful candidate would predominantly work on the grounds at our main school site in Woodford Green but will also be expected to carry out occasional work at our sports ground, West Grove, just a short drive away. The Gardener will also be expected to carry out basic grounds maintenance work on the school sites such as setting out sports equipment and maintaining sports pitches. Training for this will be carried out if necessary.

The person will like a new challenge and taking an active role whilst understanding the changes in all four seasons.

The ability to work and prioritise your day to meet the requirements of the school under guidance from the Grounds Manager and Operations Director will be an essential part of this role.

### **Working Hours**

The post is 52 weeks per year. The working hours are 22.5 per week, 3 days per week, 7.00am to 15.00pm with 30 minutes unpaid lunch.

### **Remuneration**

The salary range for the full-time role is £31,300 - £32,300 based upon experience. The pro-rated salary for 3 days a week is £18,780 - £19,380

See below for details of the benefits packages.

# The *Person*

## Person Specification:

	Essential	Desirable
<b>Education</b>		A relevant horticultural qualification
<b>Experience</b>	<p>Previous experience working in horticultural industry</p> <p>Have experience in both soft and hard landscaping</p>	
<b>Skills</b>	<p>Full clean driving licence</p> <p>To be able to work independently or in a small team</p> <p>Flexible and adaptable to changing demands and priorities and a willingness to use initiative</p> <p>Working to deadlines</p> <p>Working knowledge of H&amp;S whilst operating hand and powered tools, striving to maintain a safe work environment for self and others</p> <p>Understanding and working knowledge of COSHH when dealing with chemicals</p>	<p>Tractor driving and towing a trailer</p> <p>Chemical spraying licence</p> <p>Practical machinery maintenance skills</p> <p>Knowledge of safeguarding</p>
<b>Personal Qualities</b>	<p>An energetic, proactive attitude</p> <p>Practical and hard-working</p> <p>Confident and enthusiastic</p> <p>Friendly and cooperative</p> <p>A willingness to work outside in all weathers</p> <p>Punctual</p>	

# Key *Responsibilities*

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

- To maintain of all the flower beds around the school site including planting, pruning and weeding.
- To maintain the garden lawns (mowing and edging).
- To identify and control weeds.
- To be able to use garden related machinery for example hedge cutters, grass trimmers, leaf blowers and lawn mowers.
- To be able to use small plant machinery such as mini diggers.
- To prune trees.
- To cut hedges.
- To make sure the entire site is always presented to the highest level.
- To apply fertilisers / nutrients and chemicals.
- To spread salt and clear snow during winter months.
- To assist in erection and dismantling of sports equipment.
- To support with the maintenance and upkeep of sports pitches during renovation project works.
- To be able to carry out small soft and hard landscaping projects.
- To ensure work areas and School grounds are kept clean, tidy and secure at all times.



# Working at Bancroft's

Bancroft's offers a generous benefits package, including:

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

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*...



Alice Grimwood

Teacher of Biology  
and Junior Housemistress

*Joined in 2012*

“I love that I can teach much more than just Biology! My other loves have also found a home and I'm often up mountains either skiing or on gold Duke of Edinburgh.”



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.”



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.”



Nathan Bugg

Design and Technology Teacher

*Joined in 2024*

“I was at Bancroft's for my second PGCE placement. This was a very positive experience; I found all the staff to be open and supportive and students were engaged and keen to be challenged in their learning.”

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.”



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.”



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 as well as the great discussions that occur both in and out of the classroom.”



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.”

## In their *own words*...



**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.”



**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.”



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.”



**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.”



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.”

## And the *award* goes to...

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*

