



APPLICATION PACK  
FOR THE POST OF  
APPRENTICE  
GROUNDSPERSON







## CHEAM | Overview

Cheam is a wonderful co-educational prep school on the Berkshire/Hampshire border. The school is situated in a stunning rural location ten minutes from Newbury and fifteen minutes from Basingstoke, just off the A339. It is surrounded by smaller towns and villages from which it draws many of its pupils.

Cheam was founded in 1645 and is one of the oldest prep schools in the world. Cheam is an IAPS boarding and day school with some 375 pupils, boys, and girls. Cheam prides itself on its excellent all-round record academically, musically, artistically and on the sports field. The facilities are outstanding. On completing their life at Cheam, children move on to the top Public Schools in England, including Eton, Wellington, Marlborough, Radley, Harrow, Winchester, Bradfield and St. Mary's Calne. The school is non-selective yet achieves consistently high standards academically.

## Apprentice Groundsperson

An outstanding opportunity has arisen to join the team as an Apprentice Groundsperson to work within our already successful Grounds Department.

Applicants will Carry out grounds' maintenance works to a high standard on the school grounds and other areas as designated by The Head of Grounds or another team leader. To complete studies at Sparsholt College as designated by the tutor and attend college for one day per week during term time for two years to achieve a Level 2 qualification.

# JOB DESCRIPTION

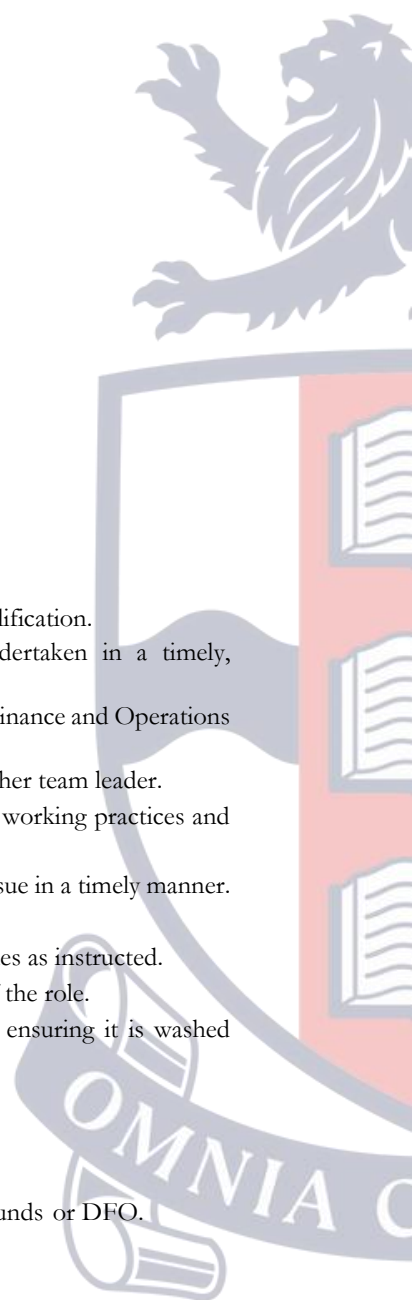


## Duties include:

- Grass mowing both pedestrian and tractor/ride on machine.
- Strimming.
- Blowing of leaves and debris.
- Clearing piles of leaves.
- Assisting with the marking of pitches.
- Weeding.
- Hedge cutting and tidying of clippings.
- Bin emptying.
- Sweeping and conditioning of artificial surfaces.
- General fence and building maintenance.
- Log splitting and stacking.
- Machinery maintenance.
- Machinery cleaning.
- Road repairs.
- Pruning of plants.
- Setting up of sports hall for events
- Car parking.
- General tidying of site.
- Building, erection and removal of goals.
- Undertake maintenance and cleaning of swimming pool and surrounding area.

## Responsibilities include:

- Complete apprenticeship in accordance with Sparsholt College to achieve Level 2 qualification.
- Ensure that allocated reactive and planned grounds maintenance works are undertaken in a timely, professional and efficient manner.
- Ensure that all works meet the standards set by the Head of Grounds and Director of Finance and Operations (DFO).
- Follow instructions given by the Head of Grounds, Deputy Head of Grounds or another team leader.
- Carry out all work in accordance with the school's and the grounds' department safe working practices and risk management plans.
- Report to a line manager breaches in health and safety and any concerns around this issue in a timely manner.
- Support and promote a safe working environment for all staff, children and visitors.
- Drive company vehicles (within license restrictions) tractors and other powered vehicles as instructed.
- Use initiative to plan and carry out tasks without supervision within the boundaries of the role.
- Maintain an appropriate level of appearance by wearing the uniform provided and ensuring it is washed regularly.
- Wear, when necessary, the correct PPE which will be provided the School.
- Work as part of a team on/at any school property as needed.
- Follow any reasonable request for assistance from other departments as needed.
- Undertake any training courses relevant to your role as requested by the Head of Grounds or DFO.
- Any other duties requested by the DFO or Head of Grounds.





## Salary and Hours of Work

The hours of work are 7.30am – 4pm Monday to Friday (1<sup>st</sup> August – 31<sup>st</sup> March) and 7.30am – 4pm Monday to Friday plus 7.30am – 11.30am on Saturdays (1<sup>st</sup> April – 31<sup>st</sup> July). The hourly rate for this role is between £7.55 - £10.00. The annual salary will be in the region of £15,000 - £20,000.

## Holidays | Days Off

Leave entitlement is 20 days paid holiday in each holiday year (between 1 September and 31 August), not including public holidays. Depending on operational requirements, annual leave is normally taken during School holidays. Staff are expected to attend INSET days just before the start of each term and may be required to complete specific training immediately after the end of term.

## BENEFITS

### LOCATION

Nestled in 100 acres of beautiful Berkshire countryside



### CAREER PROFESSIONAL DEVELOPMENT

including mentoring and a variety of training opportunities



### LUNCHES

Meals, snacks and refreshments provided



### GENEROUS PENSION SCHEME



### WELL-BEING

Focus on staff well-being, yoga classes, team socials and access to physio and counsellors

### FACILITIES

Use of school facilities when available



## WORKING AT CHEAM



Our staff are Cheam's greatest asset. From the inspiring and experienced teachers to the efficient and friendly support teams, everyone contributes to the special environment at Cheam. Cheam offers the brightest of learning environments. It is the perfect place for staff to thrive and grow.

“Having worked in a number of schools, when I found Cheam, it felt the most like home. The team, the amazing site and the positive, can-do attitudes are what makes it a great place to work and live.”

“The pupils who are happy, engaged, so well-mannered and keen to learn make coming to work something I genuinely look forward to.”

“The feeling of camaraderie amongst the staff and being part of the Team Cheam. It's a very special community.”

“It's a privilege to work in such a beautiful setting, with a brilliant group of colleagues who make coming to work worthwhile.”

### *Quotes from Staff Members*

- “The quality of the pupils academic and other achievements is excellent.”
- “Pupils throughout the school display extremely positive attitudes towards their learning.”
- “Pupils show highly developed knowledge and strong understanding and skills across their studies.”
- “Pupils are excellent communicators.”
- “The quality of the pupils personal development is excellent.”
- “Pupils show high levels of self-understanding and self confidence for their age.”
- “Pupils behave notably well and show respect and kindness towards others.”
- “Pupils have a strong understanding of how their decisions affect their development.”
- “Pupils are extremely socially aware and collaborate highly effectively across all areas of school life.” *Quotes from the ISI Inspection Report 2023*

See also:

[THE GOOD SCHOOLS GUIDE](#)

[MUDDY STILETTOS SCHOOLS REVIEW GUIDE](#)



## HOW TO APPLY & KEY DATES



- Candidates should complete the application form and equal opportunities form found on our website at [www.cheamschool.co.uk](http://www.cheamschool.co.uk) and provide a covering letter. Applications will not be accepted without a completed application form.
- Covering letters and application forms should be submitted by post to Cheam or online to Siobhan Branch, HR Advisor at [branches@cheamschool.co.uk](mailto:branches@cheamschool.co.uk)

### Key Dates

Closing date for receipt of applications is 18<sup>th</sup> July 2025.

Interviews will be held shortly afterwards although the school reserves the right to call someone to interview before the closing date.

**Start Date: 1<sup>st</sup> August 2025 (at the earliest)**

Cheam School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

**At Cheam we are committed to a culture of equality, diversity and inclusion. We value difference and recognise that individually we perform well but collectively we shine. If you believe your personal values would fit with the Cheam values we would love to hear from you. Whatever your background, if you lead by example, show resilience and kindness and seek always to integrate and share, please get in touch.**







CHEAM