



# SAINT AIDAN'S

## Church of England High School

### LEAD GROUNDSPEOPLE

*Aspire & Believe & Succeed*

**Required from Monday 13th April 2026  
or as soon as possible thereafter**

Dear Candidate,

Thank you for your interest in the post of Lead Groundsperson at Saint Aidan's. I feel blessed to have recently taken up the position of Headteacher at this wonderful school. Since the start of term, I have been welcomed with love and encouragement from the whole school community; it really is a special place to lead, work and to serve.

We are looking for a hard-working, reliable and flexible colleague who takes real pride in their work to lead the maintenance of our school grounds and sports playing surfaces. If you are appointed you will join a close and well-established team of a Site Manager, a Site Supervisor, an Assistant Groundsperson / Site Supervisor and nine Cleaners who work along with our students and the rest of our staff to keep Saint Aidan's one of the best maintained and most welcoming school sites in Lancashire.

The successful candidate will not be required to have formal qualifications or experience in groundskeeping, although relevant experience would be an advantage. However, they should be able to demonstrate a commitment to manual outdoor work and have the ability, with training, to operate a range of grounds maintenance machinery. The ability to work as part of a team and also independently will be required. Holidays are normally taken during the school holidays.

This post offers the right candidate a great working environment, supportive and appreciative colleagues and students, and the chance to do a job where you make a real difference to the lives of young people.

I hope that, having read the enclosed information, and looked at the information about the school on our website, you feel encouraged to apply for this position.

We would encourage a school visit for interested candidates. To arrange a convenient time please contact Mr Andrew Robinson, Site Manager, by email - [staffar@st-aidans.lancs.sch.uk](mailto:staffar@st-aidans.lancs.sch.uk) or telephone 01253 810504

Completed application forms and supporting letters should be returned to arrive no later than 12 noon on Wednesday, 4th March. Applications may be submitted by post or by email. Emailed applications should be sent to [recruitment@st-aidans.lancs.sch.uk](mailto:recruitment@st-aidans.lancs.sch.uk) and will be acknowledged on receipt.

I look forward to receiving your application.

Yours sincerely,

**Katie Benter, Headteacher**



**Katie Benter,  
Headteacher**

**Post:** Lead Groundsperson

**Line Manager:**  
Site Manager

**Start Date:**  
13th April or as soon as possible thereafter

**Closing date for applications:** 12 noon on Wednesday, 4th March 2026

**Interviews:**  
Week beginning 9th March

Electronic applications are accepted in Microsoft Word or PDF format.

Please email to [recruitment@st-aidans.lancs.sch.uk](mailto:recruitment@st-aidans.lancs.sch.uk)

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## School Information



Saint Aidan's is a successful and popular 11-16 co-educational Church of England school with 840 students situated in a very pleasant part of the Fylde Coast in Lancashire. We draw our students from a wide area which includes the rural area of Over Wyre, as well as a number of areas on the edge of Blackpool and Fleetwood. The school is within easy reach of the cities of Lancaster and Preston and the town of Blackpool.

Our students achieve to a high standard and there is a real will in the school to improve even further. GCSE results are consistently above local and national averages - over the past three years our overall Attainment 8 figure has continued to rise.

The school's commitment to learning extends to staff as well as students; there is a well-developed structure of support for new members of staff and a culture of "lifelong learning" among our teaching and associate staff. Our in-house CPD programme is important to us and we are continually looking to develop innovative approaches to teaching and learning, with an emphasis on the use of modern technology and collaborative learning. All teaching staff have access to a Microsoft laptop, and all of our classrooms are equipped with interactive whiteboards or touch displays. Individual tablet and laptop devices are used by students in the classroom.

The school was inspected by Ofsted in October 2013 and was found to be a Good school with Outstanding Behaviour and Safety. This was confirmed by a short inspection in July 2018 and again in June 2023. Our 2023 report states, "Pupils enjoy coming to school" and, "Staff appreciate leaders' consideration of their workload and well-being." An inspection by SIAMS in October 2024 states, "Inspired by the Christian vision, a highly nurturing culture permeates throughout the school. Caring and loving relationships ensure that students and staff know they will be listened to and their voices heard."

The school is full or nearly full in all year groups, and is regularly oversubscribed for entry into Year 7. The majority of our students travel to us by bus and choose Saint Aidan's over schools nearer their homes because of our individual care for students, our calm and purposeful atmosphere, our high academic standards and our Christian ethos.

As a Church school we have a strong emphasis on the provision of a stimulating, secure and caring environment within which all members of our community can develop their potential to the full. Relationships within the school community are characterised by mutual respect; this creates a safe environment where young people can grow and develop, and where learning is valued. There is a strong "vertical" pastoral structure, built around forms that contain students from all five year groups. Our collective worship draws staff and students together and encourages them to explore life's big issues. The school's ethos is distinctively Christian but is also inclusive of those of other faiths or none. This gives us a great responsibility as for many of our children Saint Aidan's provides their only experience of worshipping and growing within a Christian community.

We work closely with our local primary schools, sixth forms, FE providers and universities. Students can participate in a wide range of extra-curricular activities and educational visits in this country and further afield. All staff are encouraged to contribute to this programme.

Our school 'motto' is taken from John 10 v 10 -"I have come that they may have life in all its fullness". All we do at Saint Aidan's is aimed at making this a reality for our students and staff.

**Ofsted say that Saint Aidan's is a good school where the behaviour of pupils is outstanding.**



**"The long established Christian vision of 'life in all its fullness' drives leaders' decisions and actions. This creates a culture of high aspiration and care. Understated in the way it is displayed around school, the words of the vision are however powerfully evident in loving relationships. It is a lived experience which recognises the deep worth of each individual in a tangible ethos of togetherness. Students and adults are proud to belong to the nurturing St Aidan's family."**

**(SIAMS 2024)**



**"My daughter loves her new school, she looks forward to going every morning and comes home with a smile on her face every night. Thank you to all concerned, you have done a brilliant job."**

**(Year 7 parent)**

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**Site Manager, Site Supervisor, Lead Grounds Person,  
Assistant Grounds Person / Site Supervisor and Cleaning Team**

Hi, please let me introduce myself.

I'm Andrew Robinson and I am the Site Manager here at Saint Aidan's.

Along with two Site Supervisors, nine dedicated Cleaners and a hard working Grounds Team we believe we have one of, if not the best school sites in Lancashire.

We all work together as a team, and aim to give all the students here at Saint Aidan's a clean, safe and happy environment to learn in.

All the teams take pride in the school and see what a special place Saint Aidan's is to work.

Working here at Saint Aidan's can be challenging, but always very rewarding, especially when you see the results of our hard work.

When you walk around the school site you really appreciate the work put in by our Grounds Team. All this enables us to have great grounds to work in.

Throughout the year, we are constantly changing the look around the school, setting up for events like Drama presentations, Awards Evenings, Parents' Evenings, the ever popular school Eucharist and the busy Exam period.

During the summer the students have the opportunity to use our great sporting fields for their annual Sports' Day, a day we all really enjoy.

If you feel you would like to join our team please fill in the application form.

We all look forward to meeting you.

Thank you,



**Andrew Robinson  
Site Manager**

**Andrew Robinson—Site Manager**

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## JOB DESCRIPTION: LEAD GROUNDSPERSON

Job title:	Lead Groundsperson
Grade:	JE Grade 5 – Scale points 6 to 11
	£25,989 to £28,142 gross, per annum
Hours:	Full time, 37 hours per week.
Location:	Saint Aidan's Church of England High School
Responsible to:	Site Manager
Staff responsible for:	Assistant Groundsperson
Job purpose:	To ensure that the school's grounds and sports playing areas are maintained to the highest standards

### Main tasks and responsibilities:

- To design and undertake a set programme of grounds maintenance activities to ensure the school premises and all areas of the school grounds are maintained in a neat and tidy condition. Working with the Site Manager to prevent issues before they happen for example, with drainage.
- Maintain all the grounds and sports' fields, using motorised, powered and other equipment as appropriate.
- Manage the work of the Assistant Groundsperson/Site Supervisor, for those parts of their job which relate to the school grounds.
- Accurately mark out sports fields, athletic tracks as directed and in accordance with the specification for summer/winter activities.
- Ensure, in winter especially, that access roads, pavements, steps and yards are safe for use at all times. This will involve being flexible with start times to support with gritting and other weather/seasonal related issues.
- Carry out basic maintenance of all equipment, liaising with senior staff on major problems.
- Ensure adequate stocks of tools, equipment and materials necessary for the upkeep of the school grounds.
- Undertake weed control in accordance with local procedures and the use of chemicals.
- Ensure the health & safety of school grounds is maintained, following risk assessments and procedures in place
- Ensure the security of grounds maintenance machinery, tools, equipment and stock.

### Individuals in this role may also:

- Assist in the collection and disposal of all refuse to ensure the school buildings and grounds are free of litter and graffiti.
- Support the site team in the event of absences, for example cleaning
- Keep records relating to vehicles, use of tools, plant and materials and visits to sites.
- Undertake general maintenance of the school premises, fixtures and fittings, for example gutters, paving slabs and other preventative works

**In addition, other duties at no higher a responsibility level may be interchanged with / added to this list at any time.**

**Equal Opportunities**—The school is committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

**Health and Safety**—All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help the school to apply our general statement of health and safety policy.

**Safeguarding Commitment**—This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment..

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PERSON SPECIFICATION FORM <b>POST TITLE: LEAD GROUNDSPERSON</b>	Essential (E) or Desirable (D)	To be identified by: application form (F), interview (I), reference (R)
<b>QUALIFICATIONS</b>  Mathematics Level 2 or equivalent (Grade 4 / Grade C or above)  Appropriate Level 2 or 3 qualification in groundskeeping or similar area	E  D	F  F
<b>EXPERIENCE</b>  Experience in undertaking manual outdoor work (e.g. gardening, construction)  Experience in grounds maintenance / sports surface maintenance  Experience in building or site maintenance  Experience of the supervision of staff	E  D  D  D	F  F  F  F
<b>KNOWLEDGE AND SKILLS</b>  Able to communicate and liaise with colleagues  Able to undertake demanding physical work  Able to use powered tools and equipment relevant to the role  Able to organise and prioritise work  Able to work as part of a team and independently  Honest and trustworthy  Willing to work outdoors in all weathers  Positive attitude towards young people  Flexible attitude to work  Aware of importance of health and safety at work	E  E  E  E  E  E  E  E  E  E  E  E	F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R  F/I/R
<b>OTHER</b>  Willing to support the Christian ethos of the school  Committed to undertake continued professional development  Committed to safeguarding and protecting the welfare of children and young people	E  E  E	F/I  F/I/R  F/I/R

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## Our School Values

### We aspire

- ◆ to give each one of our students the best possible education to prepare them for a successful and fulfilling life
- ◆ to build a community based on mutual respect and tolerance
- ◆ to open minds and provide a rich experience inside and beyond the classroom



### We believe

- ◆ in a school with the Christian faith and Christian values at its heart
- ◆ in the God-given potential of each of our students
- ◆ in the value of every member of our school community of all faiths and none

### We succeed

- ◆ by excellence in teaching and learning
- ◆ by fostering a purposeful and disciplined atmosphere where all can thrive
- ◆ by students, staff, parents and the wider community working together



Ofsted say that relationships between students and with adults are first rate.



What the students say...

**“The lessons are all absolutely brilliant! My favourite has got to be IT because we research all sorts of fun and fascinating things and I am learning so much.”**

**(Year 7 student)**



**“Saint Aidan’s is a very welcoming environment where nobody is lost and we are all treated as one. It has provided me with many opportunities to push myself, not just academically but with self confidence too.”**

**(Head Girl)**

**“I have come that they may have life in all its fullness”.**

All we do at Saint Aidan's is aimed at making this true for our students and staff.

