



Lancing College

Appointment for Groundsperson



The College

At Lancing College, we believe that the most meaningful education is one that encourages pupils to think critically, act with integrity, and grow in all aspects of life. With a broad range of opportunities to explore their passions, challenge themselves, and engage with the world around them, our young people leave Lancing not only ready for the future but eager to shape it. It is this blend of strong academic foundations, personal growth, and a genuine sense of community that makes Lancing a truly special place to be.

Lancing, which is part of the Woodard Corporation (which now consists of 17 independent schools and 6 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to live and work, and one where tradition and modernity sit comfortably side by side.

The College is friendly, ethical, vibrant, and outward-looking. We treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status. We particularly encourage applications from under-represented groups. The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The latest inspection report can be found here: [ISI Report October 2023 | Lancing College | Independent Senior School & Sixth Form | Woodard | West Sussex | South of London](#)

The school roll currently stands at its largest for many years with over 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has approximately 260 day pupils on roll at Lancing Prep at Hove, 195 day pupils on roll at Lancing Prep at Worthing and 145 day and boarding pupils on roll at Dorset House School. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Design & Technology, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Head Master, Dr Scott Crawford, has been in post since August 2025.

The Bursar, Mr Mark Milling, has been in post since August 2013.

The Grounds Department

The Grounds and Garden department, under the leadership of the Grounds and Garden Manager, is responsible for the maintenance and upkeep of the grounds, gardens, playing fields and sports surfaces across multiple schools.

The Appointment

The College is looking to recruit a full-time Groundsperson to primarily undertake all aspects of grounds duties at the College and Prep schools in Hove and Worthing.

The successful candidate will demonstrate a flexible and positive approach to work and will be able to work independently when required.

Job Title: Groundsperson

Reporting to: Grounds & Gardens Manager and Deputy Grounds & Gardens Manager

Key Tasks and Responsibilities:

- To carry out routine grounds maintenance work of lawns, borders, hedges, playing surfaces and landscape as directed by the management team.
- To be proficient in the use, application and maintenance of grounds care equipment and operations including pedestrian and ride on equipment, tractor mounted implements and other associated tasks i.e. playing surface aeration, line marking, mowing, fertilising, brushing, top dressing, seeding, watering and general maintenance, renovation and repair of all grass, planted, landscaped and synthetic areas.
- To create, mark out and set up playing surfaces in readiness for lessons and matches.
- To ensure the safe use and operation of equipment and machinery used in gardens and grounds maintenance.
- To inform the management team, where appropriate, to take corrective action on mechanical defects or breakdown of equipment.
- To observe and comply with the Health and Safety policy and code of practice for College staff.
- To ensure the security of the outbuildings such as the cricket pavilion and garages where equipment is stored, remembering to unlock and lock at the appropriate times.
- To keep roads and pathways clear of snow and treat with rock salt as and when required.

Skills and Qualifications

Essential

- Proficient in operate a range of grounds-maintenance machinery, including but not limited to mowers, hedge cutters, trimmers, and tractors.
- Hold a full, clean UK driving licence.
- Knowledge of current health and safety requirements and industry legislation, with the ability to apply relevant regulations, standards, and safe working practices.
- Strong interpersonal skills, with the ability to communicate respectfully, build positive working relationships, and collaborate effectively with colleagues.

- Reliable and responsible approach to work, demonstrating consistent delivery to high standards and a willingness to take ownership of tasks.
- Self-motivated, proactive, and able to work independently as required.
- Ability to work effectively as part of a team.

Desirable

- Experience working in estates, or sports turf environments, including the maintenance of sports pitches.
- Previous experience working within a school or education setting.
- PA1–PA6 pesticide application certificates (or willingness to work towards obtaining them).

This job description sets out the main duties at the time it was drawn up. Such duties may vary occasionally but without changing the general character of the duties or the level of responsibility entailed, and the candidate will be required to carry out any reasonable requests required by their Line Manager.

Application Procedure:

Applications should be made using the application form. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

Application forms are available from the College website www.lancingcollege.org.uk. Please send any emails to recruitment@lancing.org.uk

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of two referees, one of whom should be the candidate's current or most recent employer should be included with the application.

Terms and Conditions

- Salary is £27,030 per annum.
- The normal working hours will be Monday to Friday, 7.30am – 4.00pm (with one-hour unpaid lunch break). This role also requires attendance for 1.5 hours on Saturday mornings on a rotational basis, averaging a total of 39 hours per week. Flexibility may be required from time to time to meet the operational needs of the College.
- The School currently operates a Group Personal Pension subject to scheme rules which may vary from time to time. The School shall initially pay a sum equivalent to 5% of your basic Salary into the pension scheme subject to contribution by you of at least 5%. You can alternatively opt to make a contribution of 7.5% and the School will match this. Minimum contributions may vary to reflect the prevailing legislative requirements.
- Uniform and PPE provided.
- Holiday entitlement is five weeks per annum, which must be agreed in advance with the Line Manager, plus recognised Public Holidays, unless they fall during term time when they are treated as normal working days and time off in lieu will be given. Current practice sees the school closing between Christmas and New Year and these days are in addition to the annual holiday entitlement.
- As may be consistent with the entry conditions of the School, and at the discretion of the School, up to two children may be educated as day pupils at Lancing College for the payment of 33.33% of the appropriate fees. Means-tested fee remissions for additional children subject to the availability of places may be applied for. In addition, and as may be consistent with the entry conditions up to two children may be educated at Lancing Prep at Worthing for the payment of 50% of the appropriate fees. Sibling discounts are not available in addition to this. Wraparound care for up to two children will be provided free of charge. This remission does not apply to care outside School terms. At Nursery and Pre-School level the remission is conditional on the Nursery Grant being claimed from East or West Sussex County Council, being allocated to Lancing rather than any other provider, and subject to the maximum fee discount allowable under HMRC rules. Means-tested fee remissions for additional children subject to the availability of places may be applied for. Any decision to grant fee remission shall be at the sole discretion of the School and shall be exercised by the Governing Body. In the case of part time employees or employees who do not work the full year (for example, term time only employees), any fee remission will be pro-rata to the employee's weekly hours and to the number of weeks worked – it is assumed that a full week is 40 hours, and a full year is 45.4 weeks.
- The employment will be subject to a six-month probationary period. One week's notice is required on each side to terminate this contract during the probationary period, after one months' notice is required.

Further Information

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2025. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment.