



BREDON
SCHOOL



ESTATES OPERATIVE:
GROUNDS & FARM SPECIALIST

About Bredon School

Bredon School is situated on a rural site in the magnificent Gloucestershire countryside, with uninterrupted views of the Malvern Hills.

The school is centred around Pull Court, a large house dating from the 17th Century, which was remodelled in the early 19th Century to resemble as it stands today. In addition to the academic school buildings, boarding houses and playing fields, the Bredon community makes full use of a working school farm, various agricultural buildings, and direct access to the River Severn. Two large areas of woodland are also used for educational purposes, and are rich in native wildlife.

Bredon School offers each and every pupil a magnificent range of traditional and vocational qualifications in an outstanding pastoral environment which ensures that each pupil thrives as an individual. Taught in small classes individuality is both nurtured and celebrated by our highly qualified, passionate staff who strive to secure a love of learning in our pupils enabling them to realise their full potential.

Offering a broad spectrum of subjects, activities, opportunities and experiences we are able to build our pupils confidence and self belief. This is just one of the reasons why we are judged as 'Excellent' by the Independent School Inspectorate (ISI) for both academic achievement and all-round personal development.

Bredon School is ten minutes away from the market town of Tewkesbury, with easy access to the M5 and M50. The Forest of Dean, Wye Valley, the Cotswolds and the Malvern Hills are all well within an hour and we are equidistantly placed between the cathedral cities of Gloucester and Worcester. House prices in and around Tewkesbury sit just below the national average.

Estates Operative: Grounds & Farm Specialist

Bredon School is searching for an enthusiastic Estates Operative: Grounds & farm specialist who can add value to our environment.

Hours of Work

Full-time; 40 hours; 5 days per week incorporating seasonal work patterns and occasional weekend work. This is a live-in position requiring scheduled on-call availability for out-of-hours emergencies.

Attendance at all Inset days and Open Days as directed by Line Manager is expected.

You will undertake other such specific duties which may from time to time be reasonably assigned by your line manager.

Reporting to: Estates Manager

Key responsibilities

Summary of role

To provide comprehensive maintenance of the school's grounds and farm facilities. As a live-in staff member, the post holder will also act as an out-of-hours point of contact for relevant estate and livestock emergencies.

Main duties

Grounds & Sports Provision

- Prepare and maintain the sporting grounds, including 2 rugby pitches, 1 football pitch, 1 cricket pitch, the grass running track, throwing areas, long jump, archery range, shooting range, and tarmac areas (excluding line marking)
- Mow the grass in areas not covered by automation
- Erect, dismantle, and maintain relevant goals, sight screens, and storage areas
- Maintain boundary fences, hedges, ditches, verges, car parks, and paths
- Carry out strimming and manual mowing where necessary
- Check trees for storm damage and report to the Estates Manager
- Woodland management in conjunction with the Gardener
- Process timber for the wood stores and ensure there is enough timber for winter

Farm & Livestock Management

- Care for livestock and small animals, which includes feeding, watering, moving animals, assisting with births, shearing, and administering medicine.
- Maintain livestock records, plan grazing, and handle feed requirement planning and ordering
- Keep the farm and feed shed clean and tidy, ensuring tools are put away and the muck heap is managed
- Carry out farm maintenance, including mending fences, clearing drains, and general repairs
- Ensure the Farm is tidy and organised to allow visitors to see at any point
- Topping fields and making hay/silage from designated
- Work in conjunction with the teaches of Land Based Studies and Animal Care to plan all farm practicals and pupil experience
- Assist with farm budgeting

Facilities, Health & Safety

- Provide on-call, out-of-hours cover to respond to livestock emergencies, security issues or urgent estate needs
- Maintain and clean machinery, ensuring plant equipment is in good working order
- Clear snow and grit paths alongside other site staff as needed
- Conduct risk assessments and ensure all activities comply with health, safety, and safeguarding requirements
- Maintain a stock record for all departmental materials and chemicals, and keep a daily log of work activities
- Liaise with the Estates Manager regarding bookings for external groups using the school grounds

Other responsibilities / duties

- Undertaking all training required for the purpose of your employment
- Complying with school policies and procedures
- Attending meetings where necessary
- Reporting customer complaints or comments and taking remedial action, if possible

Generic Accountabilities

The duties outlined above are not intended as a restrictive list and may be extended or altered to include other tasks that are commensurate with the role.

Safeguarding Children

In accordance with the school's commitment to adhere to the Department for Education's Keeping Children Safe in Education and all other relevant guidance and legislation in respect of safeguarding children, you will be required to demonstrate your commitment to promoting and safeguarding the welfare of children and young people in the school.

Confidentiality

During the course of employment the holder of the role will have access to information of a confidential nature. Under no circumstances may this information be divulged or passed on to any unauthorised person or organisation.

Data Protection

During the course of employment, you will have access to data and personal information that must be processed in accordance with the terms and conditions of the General Data Protection Regulation and properly applied to pupil, staff and school business/information.

Benefits

- Free onsite parking
- Meals provided during term-time
- Opportunities for professional development
- Beautiful working environment

Person Specification

	Essential	Desirable
Qualifications	• Full clean driving licence	• City & Guilds Level 2 Technical Certificate in Agriculture • PA1 and PA6AW pesticide application certificates. • Safe use of veterinary medicines • Chainsaw Maintenance and Cross-cutting
Experience and Knowledge		• Tractor driving and operation • Experience of working in a large school environment • Knowledge of the independent sector
Skills and Aptitudes	• Understanding of, and commitment to the ethos and values of Bredon School • Willingness to learn new tasks • Excellent communicator • Team player • Ability to multi-task and manage your own priorities • Flexible and adaptable to change • Professional and able to act as a role model for all staff and pupils • Cheerful disposition • 'Can do' attitude • Sense of responsibility and confidentiality • Dedication and enthusiasm • Commitment to Health & Safety • Commitment to diversity to equality	

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.