

Groundsperson

(Full Time, Fixed Term)

JOB INFORMATION



RGS
NEWCASTLE

Groundsperson (Full Time, Fixed Term)

Newcastle upon Tyne Royal Grammar School

Required from July 2026 for 6 months



THE POSITION

We are seeking a motivated and dedicated Groundsperson to join our Grounds team and support the delivery of high-quality outdoor sports facilities across our school estate. This is a fantastic opportunity to play a key role in maintaining and developing a diverse range of sporting and amenity areas, including rugby, cricket and football pitches, artificial surfaces and general school grounds.

The successful candidate will take pride in creating safe, professional and high-performing environments that support both curricular and co-curricular sporting excellence.



Job Description: Groundsperson

Closing Date: 9.00am Monday 15th June 2026

Contact: Simon Lymn (Head of Facilities and Estates) s.lymn@rgs.newcastle.sch.uk or call 07515 576241

THE GROUNDS TEAM

The Grounds Team is a small, dedicated team of three, forming part of a wider multi-disciplinary Facilities function. This broader team includes a Facilities and Services Manager, four caretakers, two maintenance staff, a Domestic Supervisor, and 20 domestic staff, all of whom contribute to the overall support services of the organisation.

The Groundsperson reports directly to the Head Groundsperson, who in turn reports to the Head of Facilities and Estates.

ACCOMMODATION AND RESOURCES

The Grounds Team operates from a dedicated base located on the school site. They are well-equipped with a comprehensive range of modern equipment to support their work, including:

- Multi-use tractor
- Utility vehicle
- Verti-drain
- Fine turf mowers
- Heavy roller
- A wide range of grounds maintenance and amenity equipment



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THE SCHOOL

In 1525, the Mayor of Newcastle, Thomas Horsley, wrote his will, in which he generously gifted his estate to fund a grammar school. Five centuries later, Horsley's vision lives on in the Royal Grammar School, Newcastle's corridors and classrooms, and his philanthropic spirit drives the RGS's commitment to education.

Few schools can claim a 500-year history. Over the years, the RGS, has continued to flourish as the premier independent school in the North East of England and as one of the country's leading schools - consistently topping the regional table for academic excellence.

Today, RGS is a fully co-educational school with over 1,300 students aged 7-18 (Years 3 to 13). Its academically selective places are highly sought after. The school has more than 250 students in the Junior School, which shares the same outstanding site as the Senior School. Its Sixth Form is one of the largest in the independent sector, with more than 340 students.

While RGS prides itself on academic excellence, the school is also known for its emphasis on a holistic education. The school's 'There's More to Life' approach informs its holistic education, which is central to students' success, health and happiness.

RGS is based in the heart of Newcastle, immediately opposite Jesmond Metro station. The school occupies over 30 acres of land and has state-of-the-art facilities, including five brand new art studios, a new library, a modern Sixth Form Centre, a 25m swimming pool, two Sports Halls, a Performing Arts Centre, outdoor football/rugby pitches at Mooracres, an artificial turf pitch for hockey and the former County Cricket Ground.



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Academic Success

RGS is a special place, known and respected throughout the whole country as well as the North East. It's a place where aspirations are high, results are outstanding, and opportunities are endless. Our students go on to study highly selective courses at the most sought-after universities but also leave the school realising that life outside the classroom has been equally beneficial.

In 2023, RGS was named the overall national 'Independent School of the Year' by The Telegraph Group's Independent School Parent Awards. The school was again named North East Independent Secondary School of the Year for Academic Excellence 2025 by The Sunday Times' Parent Power Schools Guide. Most recently, the school was named Independent Senior School of the Year at the TES Awards.

Academically, the school is highly selective. Students are assessed for entry at the key entry points (Y3, Y5, Y7, and a handful at Y9, plus Sixth Form). The biggest entry points are Y3 (60 students), Y7 (c.75 students) and Y12 (c.45 students). Beyond the academics, in Junior School (Y3-6), entry is assessed through activity days, whilst at Y7, students are assessed through online tests and an interaction day. Sixth Form entry is through interview only.

Students sit baseline tests in Y7, Y10, and Y12 – the average GLA CAT score for both the current Y7 and Y12 is 117. We have several students who have the assistance of our dedicated Learning Support Team, which works across Junior and Senior School.



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Co-curricular Activities

At RGS, students can choose from over 170 co-curricular activities, ranging from music, drama, and sports to unique options like robotics and knitting. All students are encouraged to discover what excites and inspires them.

Sport is a central part of life at RGS, with students actively participating in a variety of activities including hockey, cricket, and basketball, from early morning until late afternoon. RGS views sport as a fundamental vehicle for students to develop lifelong skills, character, resilience – and, above all, a love for physical activity.

While it may seem tricky to balance schoolwork with so many exciting co-curricular and sporting activities, RGS has found that students actively engaged outside the classroom often perform even better academically. Both programmes are designed to help students develop essential life skills, from self-awareness to decision-making and self-organisation.



Pastoral Care

We understand that all of our students are unique and different, and we strive to treat them as individuals, aiming to tailor our care to meet their needs.

That is why pastoral care is another critical cornerstone of RGS's holistic approach. Student well-being is embedded throughout school life, from a dedicated Form Teacher and an allocated Tutor to easy access to the school Medical Team and counsellors who work together to help students reach their full potential.

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MAIN DUTIES AND RESPONSIBILITIES

Include but not limited to:

- Cutting, preparing and marking sports pitches.
- Preparation and maintenance of cricket pitches
- Cutting and maintenance of other grass areas.
- Tending planted areas.
- Routine maintenance of grounds equipment
- Weed and pest control.
- Maintenance and erection of sports equipment (e.g. cricket nets, goal posts, etc.
- Routine maintenance of paving, hard landscape, seating, street furniture, walls and fencing.
- Litter picking and waste management, including re-cycling arrangements for waste.
- Snow clearing and gritting.
- Routine maintenance of other facilities at Jesmond Cricket Ground; and
- Other tasks associated with grounds facilities and playing fields maintenance as required from time to time.

Safeguarding

- To demonstrate a personal commitment to safeguarding students and colleagues' wellbeing.
- To ensure any safeguarding concerns or incidents are reported appropriately and in line with the RGS safeguarding policies
- To comply with all safeguarding policies and procedures and the RGS Staff Code.

Other

- Participate in training and other learning activities as required and participate in appraisal and professional development.



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PERSON SPECIFICATION

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that we are looking for:

Experience

- Experience and competence in maintaining and preparing cricket wickets to the highest standard
- Driving a wide range of turf maintenance equipment inc. tractors, turf mowers and fine turf machinery
- Front-line care and maintenance of sports ground equipment.

Skills

Essential:

- An extensive knowledge of sports ground maintenance
- An understanding of the health and safety issues associated with grounds maintenance work
- A clean valid driving licence (preferably including Class DI)
- An industrious and reliable approach to work
- A self-motivated individual with the ability to work alone with minimal supervision
- A person who takes pride in the quality of their work
- A commitment to supporting the school's ethos and sporting activities by assisting in providing and maintaining excellent facilities.

Desirable:

- Spraying PA1 PA6 qualification
- Experience in maintaining artificial turf surfaces
- A basic first aid qualification
- An understanding of the needs of school and community teams in a range of sports.

Personal characteristics

- Practical and logical; able to solve problems quickly.
- Proactive approach to the duties and responsibilities associated with the role with ability to balance conflicting demands.
- A genuine liking of people and the ability to show warmth, good-humour, empathy and sensitivity.
- A positive, proactive and forward-thinking manner, with a 'can do' attitude.
- An understanding of the wider issues and responsibilities associated with working among young people in an educational environment.

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MAIN TERMS AND CONDITIONS

- Start date is expected to be mid-July upon completion of the school's safer recruitment checks.
- The post will report to the Head Groundsperson who in turn reports to the Head of Facilities and Estates.
- This is a fixed-term position for an initial 6 months, which may be extended depending on the schools' requirements.
- The postholder will be contracted to work during term time and school holidays during the fixed term period.
- The postholder will also be expected to work on the annual RGS safeguarding training day in September each year, which is compulsory for all staff (date varies each year). The postholder may also be required to work limited special events e.g., RGS Day/RGS Festival and Open Day, with advance notice being given by the school.
- Working hours will be 40 hours per week, Monday to Friday, 7.30am until 4.00pm with a 30-minute unpaid lunch break.
- During the cricket season working on a rota to provide cover for weekday evening and weekend cricket fixtures at Jesmond Cricket Ground.
- The salary for the role will be in the region of £27.7k gross per annum (based on a 40-hour week FTE).
- Overtime rates will apply for weekend work and Bank Holiday's and hours over and above 40 hours per week.
- The Groundsperson will be requested to opt out of the Working Time Regulations and agree to work for more than an average of 48 hours a week over a 17-week period at certain times.
- The Groundsperson will be provided with appropriate workwear showing the School logo and will be expected to wear this while working. Appropriate Personal Protective Equipment will also be provided.
- Holidays –The school offers a generous annual leave entitlement of 31 days plus Bank Holidays for all year-round support staff. Holiday will be accrued on a pro rata basis.
- The employee will be required to comply with a range of RGS policies, in particular, those regarding Data protection, use of ICT facilities, Child Protection, Staff Code and Health and Safety, a copy of which will be made available.

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WHAT WE OFFER



Working Environment

- A warm, ambitious and supportive staff community, unified by shared values and a passion for helping young people thrive.
- Opportunities to engage in rich co-curricular life of the school including 170 clubs, societies and creative opportunities.



Food & Facilities

- Outstanding facilities across 30 acres, including state-of-the-art art studios, a modern Sixth Form Centre, Performing Arts Centre and extensive sports facilities including a 25m pool.
- Free use of the gym, fitness suite and swimming pool at permitted times.
- Complimentary lunch during term time
- Access to our modern school library and extensive reading materials.



Health & Wellbeing

- Optional healthcare plan, including optical, dental, physio cover and telephone GP access.
- Onsite confidential counselling service.
- Access to the school medical team, including triage advice and free flu vaccinations.



Pension & Financial Benefits

- Support staff pension scheme (APTIS):
 - 6% employee contribution with a 10% employer contribution, or
 - 3% employee contribution with a 5% employer contribution.
 - Salary Exchange available (optional).



Additional Benefits

- Life assurance scheme (Aviva): 5x annual salary.
- Eligibility for the RGS Support Staff Sick Pay Scheme (after a qualifying period).
- Interest-free loan for corporate Metro travel pass (T&Cs apply).
- Bike to Work scheme (T&Cs apply).
- Enhanced maternity pay.



Professional Development

- Opportunity for middle leaders and aspiring middle leaders to participate in a focused training programme.
- Access to 100+ free online training courses
- Regular safeguarding training
- Ongoing training and development opportunities, including internal/external training
- Free entry to school productions in the Miller Theatre (Performing Arts Centre)
- Easy city-centre access, directly opposite Jesmond Metro station—ideal for commuting.

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HOW TO APPLY

Candidates are advised to read the 'Information for Applicants' with particular care before applying.

Enquiries about this post should be made in the first instance to Simon Lymn (Head of Facilities and Estates) s.lymn@rgs.newcastle.sch.uk. For an informal chat about the post, contact Simon Lymn on 07515 576241.

Please visit www.rgs.newcastle.sch.uk/join-us/work-with-us to access our application form and further information for applicants.

To apply for this post please submit the following to jobs@rgs.newcastle.sch.uk by the closing date.

1. A covering letter and
2. A fully completed RGS application form.

Note: You must complete the application form, even if you want to also attach a CV.

The closing date for this role is 9.00am Monday 15th June 2026.
Early applications are encouraged.
Please note that the school reserves the right to close applications
early and may call candidates in for interview as applications are received.

Interviews will be held shortly after the closing date. We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance.

Reasonable travel expenses will be considered to attend an interview if candidates live outside the local area. This is normally up to a maximum contribution of £100 on provision of receipts. If your expenses will be significantly higher than £100 and an overnight stay is required, please note all expenses will need to be booked and approved in advance. If you plan to claim expenses, please contact the Head's Secretary, Sandra Ellis S.Ellis@rgs.newcastle.sch.uk in advance of your interview, who will talk you through the policy and advise on eligibility for reimbursement.

Safeguarding and Safer Recruitment

RGS Newcastle is committed to the safeguarding of children and promoting the welfare of children and young people and expects all staff, volunteers and those working in school to share this commitment. The school applies the Government's Keeping Children Safe in Education Safer Recruitment procedures to all candidates including appropriate pre-interview checks on shortlisted candidates and pre-employment checks pending any offer. More information regarding the checks can be found in our Information for Applicants [here](#), and '[Keeping Children Safe in Education](#)' (September 2025)

Equal Opportunities

We are looking to appoint staff from a wide variety of backgrounds. Not just because it is the right thing to do but because at the RGS we recognise that those different experiences provide fresh perspectives, opportunities to challenge existing beliefs and provide opportunities to act as excellent role models for our diverse student body. We are committed to creating an inclusive and diverse school culture and our staff are at the heart of this. We are proud to be an equal opportunities employer, and all qualified applicants will receive consideration for employment regardless of neurodivergence, age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

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We strive to achieve a diverse workforce, fully representative of our pluralistic society and the ethnic make-up of the student population in the UK. People of colour are under-represented on our staff team. We are keen to attract applicants from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of Black, Asian, and ethnic minority heritage as well as White heritage.

We encourage all candidates to complete an 'equal opportunities' form with your application. This will be sent directly to the HR team for monitoring purposes.

CONTACT DETAILS

Royal Grammar School, Eskdale Terrace, Newcastle upon Tyne, NE2 4DX

Tel: 0191 281 5711

Role Enquiries: Simon Lymn (Head of Facilities and Estates) 07515 576241.

General enquiries: communications@rgs.newcastle.sch.uk

www.rgs.newcastle.sch.uk



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