Estates Technician Gardener

Reporting to:

1. The head of grounds and gardensPrior Park Schools

Prior Park Schools

Prior Park Schools is a family of Christian schools based in Bath and Gibraltar. Together, the Schools offer education for pupils aged between 3 and 18. Since the establishment of Prior Park College in 1830, the family has grown, with Prior Park Paragon joining in 2006, and Prior Park Gibraltar being opened by Prior Park Schools in 2016.

The Schools' Mission is to steward a thriving family of communities with love for the young people they serve at their heart. These vibrant communities cultivate creativity, foster integrity, and transform lives.

Across three sites, the Schools educate young people of all faiths and none. The values underpinning the Mission and the Schools' educational offerings are Curiosity, Generosity, and Courage. The Schools believe that quality education changes lives and that outstanding schools are engines for positive social transformation.

Our Schools provide excellent teaching, equipping our young people to leave for a variety of exciting destinations. The success of what the Schools do in the classroom is intertwined with their co-curricular offerings. The young people undertake a wide variety of activities, which, in addition to being fun, challenge them to persevere to succeed. We work together imaginatively and courageously to hone the skills our young people need to forge their place in the world.

Prior Park Schools have long been renowned for the quality of their pastoral care. Grounded in the love that sits at the centre of our Mission, our pastoral ethos allows young people to feel safe and secure to challenge themselves, to learn who they want to be, and to discover the difference they want to make.

Each of the Schools' Heads are supported by a Leadership Team, who together lead the day-to-day educational business of their respective schools. The Board of Trustees provides full governance and safeguarding oversight as well as comprehensive support and challenge for the Heads and their schools.

The Executive management of the schools is devolved to the Prior Executive Board, the standing members of which are the Heads of each constituent school and PPS Chief Operating Officer. The Prior Executive Board drives the strategic development of Prior Park Schools, ensuring that it is on track to deliver its vision and thereby remains a market leader in independent education.

Purpose of the Role

Working as part of a team and reporting to the Estates Manager, through the Head of grounds and gardens, the Estates Technician, Gardener will play an important part in the maintenance of the Prior Park College and Prior Park Paragon Gardens, buildings, plants and in the day-to-day life of the schools.

The Role

The Estates Technician, Gardener (ETG) will play an important part in the maintenance of the Prior Park College and Paragon grounds and gardens and in the day-to-day life of the schools.

The post holder will be joining a team which includes skilled plumbers and carpenters. All staff need to be flexible in their approach to their work, which will include using particular skills but will also include routine maintenance and caretaking duties. The role will include variable amounts of manual handling.

The main areas of responsibility are:

- Designing planting schemes, provide costings for the schemes and source plants.
- Develop the gardens and woodlands, creating habitats for animals,
- Improve the ponds around the schools
- Propagating, growing and maintaining greenhouse and container plants
- Planting and maintaining seasonal flower displays.
- Prepare Borders and areas around the school for open day's events and weddings
- Use watering systems and sprinklers to water boarders and planting areas when required.
- Undertaking weeding, leaf clearance, hedge maintenance and topiary.
- Feeding and pruning plants, including roses, climbers and fruit trees, caring for tubs, planters. & indoor plants
- Feeding and pruning plants, including roses, climbers and fruit trees.
- Complying with all relevant Estate Health and Safety and Environment (HSE) practices and procedures, as outlined in the Health and Safety Policy/Procedures.
- Ensure that the school's Health and Safety policies and procedures for the Maintenance Department are followed and adopt safe working practices.
- Occasional assistance with the directing of on-site traffic
- Comply with the helpdesk system for fault reporting and the tracking of rectification work.
- Assist with ensuring the security of all members of the school community, its buildings and property.

- Any other duties which fall within the employee's capabilities, and which may reasonably be required by the Estates Manager to assist with the smooth operation of the Estates department.
- Be prepared to work overtime on occasions when workloads of school occasions require.

Contacts

The ETG can expect to have a wide range of contacts with stakeholders both within and beyond the organisation. Contact with the external stakeholders is of particular importance.

The Estates Department

The post holder will be joining a team which covers the maintenance of the schools grounds and buildings, the team comprises; skilled builders, stone mason, electrician, carpenters, the head of grounds and skilled grounds staff and an apprentice. All staff need to be flexible in their approach to their work, which will include using their particular skills but will also include routine maintenance and caretaking duties.

Line Management

The ETG has no direct line management responsibilities but will be training an apprentice.

The tasks listed above are not exhaustive and other additional, reasonable duties falling within capabilities of the post holder may be required, depending on the needs of PPS.

JD reviewed September 2026

Professional Specification and Personal Attributes

The post holder will be required to either hold, or be willing to gain appropriate, Frist Aid qualifications.

	Essential	Desirable
Qualification	• Minimum of 5 GCSEs including English and Maths at Grade C or above or equivalent • NVQ 2 in Horticulture	• PA1 &PA6a spray certificate •
Experience	• An ability to be a confident IT user with experience of Microsoft Word, Outlook, and Excel to increase efficiency of admin functions. • Proven supervisory skills • You must be a skilled gardener with a wide range of horticultural experience with high standards. • Experience propagating plants from cuttings, seed and layering.	• Previous experience of working in a school or other educational establishment. • NVQ 3 in Horticulture • RHS 2 &3 Iin Horticulture
Knowledge	• Good plant knowledge with a keen eye for detail with an appreciation and understanding of colour form and aesthetics in the garden	

Skills and competences	• Full clean driving licence. • Adaptable, focused, proactive, and self-motivated • Ability to organise and prioritise tasks and manage delegated projects • Ability to follow work routines and instructions • Flexibility and a willingness to undertake varied responsibilities towards duties and working patterns to fulfil the requirements of the role • Good interpersonal skills and the ability to communicate effectively with a variety of people	

Child Protection

All staff employed by Prior Park Educational Trust must committed to safeguarding and promoting the welfare of children and young people across our 3-18 Trust, both in and out of our Schools. All staff are expected to adhere to and always ensure compliance with the Trust's Child Protection Policy Statement. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Data Protection

In the course of employment at Prior Park Educational Trust, staff may have access to confidential information relating to pupils and their families and are required to exercise consideration in the way they use such information. Staff should not act in any way which might be prejudicial to the interests of any school within the Trust. Information which may be included in the category covers both the general business of the school and information regarding specific individuals. A strict code of confidentiality must always be adhered to. The Trust's schools operate under the Data Protection Act 2018 and implements policies that meet General Data Protection Regulations (GDPR). Staff must not at any time use the personal data held by the school or disclose such data to a third person.

Special Working Conditions

Prior Park Schools operates a policy under which smoking, including e-cigarettes or vaping, is not permitted anywhere onsite.

Schools are physically demanding environments, and the ETG can expect to be involved in activities which may require physical exertion as and when required, always observing health and safety regulations and practices.

We offer a supportive working environment, a competitive salary as well as free lunch each day the kitchen is operational. We also offer access to other benefits including free parking onsite, generous fee remission for eligible children, a contributory pension scheme and complimentary gym membership.