

Job Profile

Insert School				
Job Number	Post Title	Grade	Points	Date
AA6969 (formerly C1281)	Gardener	Grade 4	355 NJC	April 2008

Reporting Relationships

Responsible to: Director of Business/Site Manager

Responsible for: The improvement of the external environment

School Purpose and Values

We want our students to be fully engaged in their learning and to recognise that they have a part to play in their own education. To foster this our students are taught how to learn through the development of personal learning and thinking skills alongside co-operative learning. These skills provide the qualities needed for success in learning and life.

Purpose and values of department

Teaching and Learning has massively improved due to a range of new initiatives and a clear focus on enabling every child to achieve their potential. Schemes of work across all the key stages have ensured that lessons are skill based and that classroom interaction is dynamic and stimulating.

Statement of Purpose

To work closely with the Senior Leaders, Line Managers and other staff to achieve ongoing improvement to the quality of the external environment.

- In liaison with classroom staff, to take responsibility for the grounds, ensuring that the gardens, beds and planters are maintained and renewed to the benefit of the student's curriculum.
- To maintain the specialist equipment required to carry out the role.

Grounds Maintenance

- Care of flower beds and shrubbery. This includes planning attractive year-round displays, and the propagation of appropriate plants.
- Liaise with HT and classroom staff to design, implement and maintain sensory features within the school sensory garden and related beds and planters
- Report general wear and tear and ensure that any maintenance issues which may compromise the student's safety are reported and/or eliminated.

Professional Accountabilities (this list is not exhaustive and should reflect the ethos of the school)

The post holder is required to be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an

appropriate person. In addition they are to contribute to the achievement of the school's objectives through:

Safeguarding

- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.

Financial Management

- Personally accountable for delivering services efficiently, efficiently within budget and to implement any approved savings and investment allocated to the service area.

People Management

- To comply and engage with people management policies and processes
- Contribute to the overall ethos/work/aims of the school.
- Establish constructive relationships and communicate with other agencies/professionals.
- Attend and participate in regular meetings.
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths, areas of expertise and use these to advise and support others.

Equalities

- Ensure that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

- Delivering energy conservation practices in line with the County Council's corporate climate change strategy.

Health and Safety

- Ensure a work environment that protects people's health and safety and that promotes welfare and which is in accordance with the County Council's Health and Safety policy.

Note 1:

The content of this job description will be reviewed with the post holder on an annual basis in line with the School's performance and development review policy. Any significant change in level of accountability that could result in a change to the grade must be discussed with the post holder and the relevant trade union before submitting for re-evaluation.

**Person Specification
Gardener
Level 2**

Minimum Criteria for Two Ticks *	Criteria	Measured by
	Experience <ul style="list-style-type: none"> • Experience of working in a related discipline. 	A/I
	Qualifications/Training <ul style="list-style-type: none"> • NVQ 2 or equivalent qualification in a relevant discipline. 	A/I
	Knowledge/Skills <ul style="list-style-type: none"> • Ability to maintain the equipment and machinery. • Ability to work constructively as part of a team. • Ability to relate well to children and to adults. • Knowledge of the requirements of Health & Safety, other relevant legislation. • The initiative to design and ability to carry out minor grounds projects. 	T/A/I
	Behavioural Attributes <ul style="list-style-type: none"> • Customer focused. • Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect. • Open, honest and an active listener. • Takes responsibility and accountability. • Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service. • Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations. • Is committed to the provision and improvement of quality service provision. • Is adaptable to change/embraces and welcomes change. • Acts with pace and urgency being energetic, enthusiastic and decisive. • Communicates effectively. • Has the ability to learn from experiences and challenges. • Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills. 	T/A/I

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Note 1:

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- ***Motivation to work with children and young people.***
- ***Ability to form and maintain appropriate relationships and personal boundaries with children and young people.***
- ***Emotional resilience in working with challenging behaviours and***
- ***Attitudes to use of authority and maintaining discipline.***



If a disabled person meets the criteria indicated by the 'Two Ticks' symbol and provides evidence of this on their application form they will be guaranteed an interview.

We are proud to display the **Two Ticks Symbol**, which is a recognition given by Jobcentre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting the
SSC Recruitment Team on 01785 276480