



TRURO SCHOOL

NURSERY | PREP | SENIOR | SIXTH



Information for Candidates Gardener

Commence October 2025

Full Time / Permanent / All Year Round

Truro School, Trennick Lane, Truro, TR1 1TH
www.truroschoo.com, recruitment@truroschoo.com

Established in 1880, Truro School is Cornwall's leading independent schools for girls and boys aged 3 to 18

From Kieran Topping Chief Operating Officer



Dear Candidate,

Thank you for your interest in the role of a Gardener here at Truro School Prep and Senior.

Our School is steeped in 140 years of history, and is Cornwall's leading coeducational independent school for children aged 3-18. We are situated over two campuses. The Senior School educates around 840 pupils and is set within 40 acres of sports fields and open spaces overlooking Truro and its iconic Cathedral. The Prep School educates around 300 pupils and is located next to the Royal Cornwall Hospital. We have superb facilities and resources at both sites that support our forward-looking educational ambitions.

Our Cornish setting allows us the privilege of working in a thriving city surrounded by beautiful rural and coastal opportunities. Our educational philosophy is to promote inclusive excellence, academically, pastorally and via a vibrant co-curriculum, for all who join our school.

Underpinned by a welcoming and liberal Methodist ethos, we champion the values of curiosity, courage, creativity, compassion and confidence in all we do. We want all our pupils to be and to become the very best of themselves, embracing the richness of a broad and forward-thinking education. We want our staff to be excited by what we are able to provide for the children under our care.

We are an "excellent"¹ co-educational school that is large enough to offer many diverse and exciting opportunities, but small enough to know our children and families well. We champion an ambitious, broad and balanced education, and we hope that everybody who joins us will feel an important part of this flourishing community.

For a flavour of life here at Truro School please look at our website www.truroschoo.com and view our virtual tour, where you will see and hear from staff and pupils, and find a glimpse of who we are and where we work.

A handwritten signature in blue ink, appearing to read 'Kieran Topping'.

Kieran Topping
Chief Operating Officer

¹ As judged by ISI in 2017 at both our Senior and Prep Schools

Job Description: Gardener (Prep)

ACCOUNTABLE TO:

Head Gardener

GRADE:

NT2 on the Non-Teaching Salary Scales

ROLE OVERVIEW:

Working within a team led by the Head Gardener, the purpose of this post is to provide a pleasant and well-maintained outdoor environment for the school community to enjoy all year-round. Alongside grounds and garden maintenance, the post holder will, from time to time, be asked to assist with setting up for functions, car parking duties, minibs driving, security, and minor building maintenance. This role will be the sole gardener based at the Prep School site, giving you responsibility for maintaining its outdoor spaces to a high standard, while also being a valued member of the wider gardening team across both the Prep and Senior School sites.

KEY FUNCTIONS:

Grounds/Gardens

- Deliver a seasonal gardens maintenance schedule set by the Head Gardener
- Lawn maintenance including grass cutting, aerating, weed control and fertilizer application
- Maintenance of flower beds and borders including weeding, pruning, mulching and planting
- Help to deliver a seasonal bedding programme. To include planting out following set planting schemes and continued maintenance to high standards through the seasons
- Plant husbandry. Working alongside our gardeners in the onsite nursery to bring on annual bedding and propagate new plants for future projects.
- Control of weeds, moss and ivy around the school site
- Maintain wildflower areas and hedgerows to improve biodiversity across the school
- Ensure that all hedges are maintained and tidy following good environmental practices
- Improve and maintain the appearance of the front of the school and other key areas to high standards year round
- Supervise and mentor any assistant or apprentice gardeners
- From time to time to assist with grounds person duties including sports turf maintenance including cricket and winter sports pitches
- To deliver all the above in a sustainable way using best environmental practice

Equipment

- Ensure that all grounds equipment is kept safe and in a serviceable condition and report any defects to the Head Gardener
- Ensure workshop facilities are kept clean and tidy
- Operate all equipment including tractor mounted or handheld garden equipment in accordance with safe working practices and industry guidance
- Responsible for loading, unloading and the safe carriage of equipment

General Duties

- Assist with parking arrangements for School events
- Assist with manual tasks as required including the moving and setting up of furniture for School functions.
- Assist in the clearance of ice and snow when necessary
- Check play equipment and other external facilities on a regular basis

- Check and maintain boundary fencing / other fencing on a regular basis

PERSON SPECIFICATION

Essential Criteria

- Any Horticultural qualification or relevant experience in the industry.
- Clean driving licence and ability to drive ride on mower/compact tractors
- Basic knowledge of plant identification and horticultural techniques
- Proven ability to cut grass, trim and undertake hedge cutting
- Proven ability to work effectively alone and as a member of a team
- Ability to keep machinery and equipment clean and some basic Maintenance
- Ability to undertake physical aspects of the role, to include manual handling tasks
- Proven ability to work under own initiative, manage own workload and prioritise tasks
- Working knowledge of Health & Safety at Work and COSHH in relation to grounds maintenance and horticulture
- Interest and passion in the outdoors, natural environment, and horticulture
- Empathy and understanding of Independent Schools.
- Sensitivity to the School's Methodist traditions.

Desirable Criteria

- Qualified in RHS Level 2 Certificate in the Principles of Horticulture or equivalent horticulture qualification
- Experience of working in a commercial horticultural or public parks/gardens environment
- First Aid at Work qualified, or willingness to undertake training
- Some knowledge of playing field maintenance and care
- Spraying certificates PA1 and PA6
- Trained to use chainsaws
- Ability to drive a tractor

ADDITIONAL

- Truro School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and behave accordingly. Although there is no direct responsibility for children, this role will involve daily contact with pupils.
- This job description sets out current duties of the post that may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Truro School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening including checks with past employers and a Disclosure and Barring Service check.

We embrace diversity and promote equality of opportunity. We welcome applications from all sections of the community.



Our Motto

Esse Quam Videri, meaning 'to be, rather than to seem to be.'

Founded by Methodists in Cornwall in 1880 our School is a welcoming community in which children and adults can flourish, thrive and be happy. They enjoy being and becoming the very best of themselves.

Our Values

From nursery through to Sixth Form, the values our community nurtures are:

- **Curiosity** to always want to discover and learn more, academically and more widely too.
- **Confidence** to build resilience by learning from both successes and failures alike.
- **Compassion** to understand and champion the needs of others, in our community and beyond.
- **Creativity** to be imaginative in how we express ourselves and approach new challenges.
- **Courage** to enjoy becoming the very best of who we are, with integrity and ambition.

Our Ambition

To be a community of inclusion and excellence delivering the best educational journey in the South-West.

Our community and its culture reflect our Methodist foundation and our ongoing evolution in an inspiring Cornish setting. In an ever-changing world, we support and challenge young people to thrive – personally, spiritually, academically, socially, and physically. We value our pupils in the diversity of their identities, beliefs, abilities, talents, interests, backgrounds, and needs. The happiness, energy and wellbeing of our community shapes and inspires who we are and who we can become.

Academic Life

Many of our pupils at Truro School celebrate exceptional results as they prepare to move on to the next stage of their lives, education and career. Our Upper Sixth pupils enjoy places at some of the best universities in the world including Oxford, Cambridge, and a range of Russell group and international universities.

52% of GCSE and iGCSE grades in 2024 awarded were 9-7 (or A*/A), with 17% at grade 9.

In the same year, we were pleased to report 45% of A-Levels were graded A*/A. Furthermore, 74 % of all A-Level grades were graded at A*-B. In 2023, we were the leading provider of A Levels in Cornwall in terms of pupils achieving AAB or above in two facilitating subjects and in 2024 outcomes in this parameter are even higher.

Further information can be found here:

GCSE results: www.truroschoo.com/senior-school/academic/results

A Level results: [A-Level Results at Truro School Sixth Form | Independent School, Cornwall, UK](#)

The Co-Curriculum

We believe that a rich co-curricular life is a key ingredient of an excellent education. Whilst having fun, participating in a wide range of activities, without academic pressures, pupils broaden their horizons and learn a new skill or extend existing skills. This develops confidence, self-esteem, teamwork and independent-thinking, communication skills and social development across all year groups. Our aim is for every Truro School student to leave us with a breadth of knowledge, understanding and a desire to

continue with their selected passion. We encourage students to try a variety of activities, to embrace challenge, success and failure in order to grow.

Sport

Truro School has an enviable reputation for the high quality of its sporting provision. Several teams compete nationally and the School hosts elite sportsman in the fields of windsurfing, fencing and sailing to name but a few. All abilities are catered for and every student is encouraged to participate in order to maintain a healthy lifestyle.

Music

Truro School is one of the most busy and vibrant music departments in the country and is home to the Truro Cathedral choristers. Music is evident in all year groups with over 60 concerts each year involving our ensembles, choirs and bands. Tuition is available for numerous instruments including cello, violin, flute, clarinet, saxophone, drums. Over a third of our school undertake instrumental or vocal lessons each week from 30 of the county's top specialist teachers.

Major events each term include the annual Hall for Cornwall Concert, the Junior and Senior Charity Concerts, jazz band and Nine Lessons and Carols.

Drama

Truro School is renowned for the quality of its drama productions which are held in our professional Burrell Theatre. The school runs a number of major productions throughout the year including the annual whole school play or musical, an annual sixth form drama project (including performing at the Edinburgh Fringe Festival every two years) and the junior play in the summer term.

Cornwall

Truro School is located in the county of Cornwall, in south west England. It is surrounded almost exclusively by water which makes it ideal for those who love to spend their downtime at the beach, surfing, sailing, windsurfing or just enjoying a coastal walk. With the nearest beach only a 15-20 minute drive either north or south from Truro School, it is most certainly a life style choice of many. Take a look at www.visitcornwall.com for more information about how to get here, where to stay and what's on.



TERMS OF APPOINTMENT

If you are appointed to the role, a formal offer will first be made verbally and then followed up with an offer letter and contract of employment. The following are for guidance and may or may not be available at the time of offer. Benefits are subject to change from time to time.

- Competitive salary based on the Truro School Salary Scales
- Excellent pension scheme
- Free membership of the Sir Ben Ainslie Sports Centre and pool facilities
- Access to a wide range of books, magazines and DVDs through the School library
- Free parking
- Discounted school fees
- Employee Assistance Program
- Cycle to Work scheme
- Employee benefits platform
- Continued Professional Development and training possibilities.

Terms of Employment

This role is a permanent position working full time, 37.5 hours per week, Mondays to Friday 8.00am – 4:00pm

Salary

This role is graded at NT2 on the OPS Salary Scales and equates to £24,668 to £27,635pa (dependent on skills and experience).

Pension Scheme

Truro School complies with its legal obligations to provide access to a pension scheme. Non-teaching staff have a pension via L&G whereby the School double-matches an employee's contribution, up to an employee contribution of 5%. So, where an individual contributes 5% to the Scheme, the School will make a 10% contribution.

Employee Assistance Program/Employee Benefits Platform

Truro School utilises Help@Hand as our EAP provider so all employees have access to a 24/7 helpline and website support. In addition, this platform gives to access hundreds of discounts, offers and savings from high street retailers to holidays, Marks & Spencer to Bloom & Wild.

Other Employment Checks

The offer of employment will be conditional upon satisfactory receipt of the following;

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|---|---|
| 1. Proof of right to work in the UK | 5. Overseas criminal record check (if you have resided or |
| 2. Enhanced criminal background check (DBS) & Barred List check | worked out of the UK in the past 3 years) |
| 3. Two satisfactory references | 6. TRA and section 128 check (if applicable) |
| 4. Evidence of qualifications held | 7. Fit to Work Questionnaire |
| | 8. Acceptable self-disclosure form |



APPLICATION PROCESS

To apply for this position, you will need to complete and submit a formal application using our Truro School application form. We are unable to accept any CVs. This should be emailed to recruitment@truroschool.com or mailed to the School address.

Through the submission of your application form you should demonstrate your qualifications, skill, and experience in relation to the role you are applying for. This information will be assessed against the requirements detailed in the job description.

Once the closing date for applications has been reached we will shortlist applicants and you will be contacted in order to either be invited to interview or to be notified that you have not been successful this time. Our shortlisting process utilises anonymised application form in order to avoid any bias. If you are called for interview you will be asked to provide your right to work in the UK evidence, complete a self-disclosure form and a provide a copy of your qualifications. Additional selection methods such as a presentation or activities/tasks may be used and you will be notified in advance if that is the case.

References may be taken up prior to interview.

All applicants must be prepared to have a Disclosure and Barring Service (DBS) check and undergo any other appropriate child protection screening including checks with past employers.

The post for which you have applied is exempt from Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975, amended 2013. If you are shortlisted and invited to interview, you must declare any relevant warnings, reprimands, cautions and/or convictions by completing a self-disclosure form prior to interview. Any positive disclosure will be discussed at interview.

Any information given will be treated in strict confidence and will be considered only in relation to your application for this post. Truro School does not discriminate against candidates with irrelevant criminal convictions. For further information on which offences should be disclosed please visit:

<http://hub.unlock.org.uk/wp-content/uploads/What-will-be-filtered-by-the-DBS.pdf>

and/or view the flowchart on our employment webpage.

Candidates who have a disability or any other special requirement should let the school know so that reasonable adjustments can be made during the recruitment process.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and/or Department for Education.

We look forward to receiving your application.

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