



THE ORATORY



**BRIEF FOR THE POST OF
GARDENER
June/July 2026 Start**

HMC CO-EDUCATIONAL 11-18 CATHOLIC BOARDING & DAY SCHOOL

THE SCHOOL

The Oratory is an HMC independent school for students aged 11 to 18, providing an all-round education of quality and purpose.

We offer small class sizes and outstanding facilities on a wonderful South Oxfordshire country estate and yet we are within easy travelling distance of London, major motorways, railways and airports.

The Oratory School has high academic standards; however, we believe that an education is about more than statistics. We have a clear vision to ensure that each student flourishes and fulfils their maximum potential both in and far beyond the classroom. To this end, a wide variety of co-curricular activities enrich the students' learning and all students get the opportunity to develop their specific talents to the full.

The Oratory is not a large school, and this enables each and every student to be known, valued and stretched as an individual within our nurturing community.

Founded in 1859 by Saint John Henry Newman - we are a Catholic school which welcomes students of all faiths or none. Visitors often comment on the inclusive community atmosphere of our school, which we believe nurtures confidence, self-expression and a desire to learn and grow.



THE DEPARTMENT

The Grounds Team plays a vital role in ensuring that the school's outdoor environment is safe, welcoming and well maintained for pupils, staff and visitors. The team is responsible for the day-to-day care, presentation and upkeep of the school grounds, contributing positively to the overall appearance and reputation of the school.

Working collaboratively, the team maintains a wide range of outdoor areas including sports pitches, play spaces, gardens, pathways and car parks. Tasks include grass cutting, seasonal planting, hedge and tree maintenance, litter management, basic landscaping, and support with snow and ice clearance when required. The team also assists with the preparation and maintenance of outdoor areas for school events and activities.

Health and safety, safeguarding and environmental awareness are central to the team's work. The Grounds Maintenance Team operates in line with school policies, safe working practices and relevant legislation, ensuring that outdoor spaces remain safe, clean and fit for purpose at all times.

The team take pride in maintaining high standards while supporting the educational environment and the wider school community.

THE ROLE

We have a fantastic opportunity for a skilled and enthusiastic Gardener to help maintain and enhance our school grounds, providing a safe, welcoming, and inspiring environment for our pupils and staff. The role of Gardener is to work with the Grounds team in carrying out a varied range of gardening duties, to help maintain and improve the gardens and grounds at the Oratory School.

Join us in making a difference in the lives of young learners! Apply today and become an essential part of our Oratory family as a Gardener.

ACCOUNTABLE TO

The Grounds Manager



KEY RESPONSIBILITIES

- All general gardening responsibilities; including the planting of trees, shrubs, bulbs, hanging baskets and seasonal flower displays.
- Soil cultivation, digging, forking, mulching, watering, raking, weeding, litter and debris clearing, edging, pruning, seed sowing, bed preparation and planting.
- Monitoring the health of plants and pest control.
- Plant propagation and greenhouse management.
- Preparation and maintenance of hanging baskets and pots.
- Operation and care of garden machinery and tools.
- Occasional weekend work like open mornings.

This job description outlines the main responsibilities of the role. It is not exhaustive. The postholder may be required to undertake other reasonable duties commensurate with the seniority of the role and the needs of the School.

SALARY

Salary - £17,550.00 pro rata

HOURS:

5 mornings per week/ 25 hours per week, all year round.

SAFEGUARDING AND COMPLIANCE

The School is committed to safeguarding and promoting the welfare of children and young people. The following duties will be deemed to be included in the duties which you may be required to perform:

- Uphold and implement the School's safeguarding policies and procedures.
- Promote a culture of vigilance and pupil welfare.
- Report any safeguarding concerns promptly in line with School procedures.



PERSONAL SPECIFICATION	
Qualifications and Academic Profile	• Qualified, experienced person who has good plant knowledge and able to contribute to the constant development of the Gardens and Grounds to make sure that they continue to be presented to the highest of standards.
Professional Skills and Attributes	• Passionate and creative with an eye for details. • Good organisational skills, hands-on with the ability to work as part of a small team but also have the ability to work unsupervised and manage their own time effectively.
Aptitude	• Ability to recognise an extensive range of plants and their management requirements. • The ability to work on own initiative and prioritise workload effectively, as well as being a committed team player. • Commitment to safeguarding and wellbeing of children and young people. • Ability to work flexibly and accept challenges with a positive proactive attitude. • Ability in achieving challenging targets and objectives • Commitment to equity, diversity and inclusion and understanding how this applies to the role. • Proactive and resilient attitude
Desirable	• Full drivers' licence • An understanding of the expectations, ethos and aims of a full boarding school.



BENEFITS

PARKING

Free & onsite



MEAL

Free on duty meal during term time



POOL

Sports Centre membership for you and your family



STAFF ROOM

Space to take a break, share ideas. Team events, in a supportive environment.



GROWTH

CPD training available to all employees.



GYM

Sports Centre membership for you and your family



FEE DISCOUNT

Fee discount is available to all employees.



ELECTRIC CAR CHARGING

Electric Car Charging points available.



SQUASH

Sports Centre membership for you and your family – including access to our squash courts.



LOCATION

Situated in beautiful grounds, for walking meetings and breaks.



EYE VOUCHER

Vouchers are available for eye tests in line with VDU use.



GOLF

Sports Centre membership for you and your family – including access to our golf course.



TECHNOLOGY

Great support, advice and loaned devices, as needed.



PENSION

Contributory pension scheme.

SALARY

Competitive



HOW TO APPLY

Applicants should complete the school's application form and send together with a covering letter in PDF format to recruitment@oratory.co.uk

The closing date for applications is **20 May 2026** with Interviews taking place soon thereafter.

Early applications are encouraged. We reserve the right to close this advertisement early if we receive a high volume of suitable applications or if we find a suitable candidate from early applications.

The interview process will include:

- Interview with the Grounds Manager and HR.
- Tour of the School with the Grounds Manager

Please send postal applications together with a covering letter to:

Director of People, The Oratory School, Woodcote, Oxfordshire, RG8 0PJ

For any queries, please email recruitment@oratory.co.uk.

The Oratory Schools Association Registered Charity No 309112 is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo checks with past employers, online and the Disclosure and Barring Service. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exception Order 1975, 213, 2020.





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