

Job Description

Job Title:	Groom
Department:	Equestrian Centre
Accountable to:	Head of Equestrian
Number of direct reports:	No direct reports
Budgetary responsibility:	N/A
Location:	Stowe School
Purpose of the role:	Working with Head of Equestrian to assist with day-to-day care of the horses and the smooth running of the Equestrian Centre and Stowe School, to provide a centre of excellence for both horses and pupils. This position entails daily stable duties, exercise and riding as required and event support.
The Stowe Group	
<p>The Stowe Group of schools (Stowe, Swanbourne House and Winchester House) was created in January 2021 and is situated on three separate sites in Buckinghamshire and Northamptonshire. Across the three schools, The Stowe Group offers education for boys and girls from 3-18 years. Within The Stowe Group there are more than 1,500 pupils and 850 colleagues. The Schools occupy sites of historical significance in Swanbourne, the market town of Brackley and the world-famous landscape gardens at Stowe, where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational and substantive Change Makers vision and Change 100 programme.</p>	
Vision & Ethos	
<p>We are Change Makers</p> <p>Stowe stands in the most sublime setting of any school in the world. Historic buildings, landscaped gardens and the very spirit of the Enlightenment sit at the heart of its founding. But, as this remarkable landmark enters its second century as a leading public school, we believe that beauty and tradition are not enough: our future vision for the School embraces change, uncertainty and the challenges that will face our pupils not just during their academic careers, but throughout the rest of their lives in a world which is increasingly complex and ambiguous. Within that volatile environment we see our pupils and staff as Change Makers. They will make a lasting impact not only while they are here at Stowe, but, perhaps more importantly, in the wider world. The history of this place, both as a stately home and as a pioneering school remains important to our mission of education, and at the heart of a Stowe education remains intellectual enquiry, academic curiosity and a love of learning. We strive for a balance of rights and responsibilities, equality and inclusion and to treat each pupil and member of staff as an individual. Our vision is inspired by a history of progressive thinking, and has been developed through collaboration with our pupils, parents, teachers, support staff, governors and alumni. Yes, we teach pupils how to excel in exams, but we also teach them how to collaborate, how to solve problems and how to think critically. Stowe is educating a generation of Change Makers ready to transform the world.</p> <p>The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our</p>	

best teachers and support staff. We focus on employee wellbeing, provide opportunities for professional growth and we create a culture of community and partnership.

Key Tasks:

- To carry out daily yard duties, such as mucking out, feeding, exercising, grooming, administering medication and assistance with equine professionals such as farriers, vets, etc.
- To support and assist pupils while riding and supervise external coaching as required.
- To support an excellent relationship with both parents and pupils, to ensure their needs are met for both the horse and pupil.
- To ensure appropriate records, policies and procedures are followed in relation to horses, pupils and staff.
- To have, and remain up to date with, knowledge and understanding of horse welfare and stable management.
- To escort pupils as necessary to competitions, hunt meets and any other relevant equine events.
- To undertake any ad-hoc duties as defined by the Head of Equestrian.
- To complete appropriate training e.g. safeguarding and health and safety.

Person Specification: The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Not Applicable 	<ul style="list-style-type: none"> • Minimum BHS Stage 1 or equivalent.
Specialist Skills and Experience	<ul style="list-style-type: none"> • Knowledge of basic stable management skills. • Willingness to maintain confidentiality on all school matters. • Ability to promote the care and welfare of horses. • 	<ul style="list-style-type: none"> • Knowledge of BHS/ABRS qualifications. • Proven track record in industry. • Ability to prepare horses for competition/hunting.
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm for working outdoors in all weather. • Hardworking, resourceful and cheerful. • Enthusiasm for working with young people and helping them to achieve their potential. • A patient, positive, calm approach. • Ability to work positively with a wide range of staff. 	<ul style="list-style-type: none"> • Not applicable

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder

Date Agreed: May 2024

Our Values



Value scales:

This value is the least important to the role	This value has some significance to the role	This value is desirable to the role but not essential	This value is important to the role	This value is essential to the role
1	2	3	4	5

In the role of Groom we are looking for Change Makers who are (please highlight as appropriate):

Professional:	1	2	3	4	5
Creative Problem Solvers:	1	2	3	4	5
Kind:	1	2	3	4	5
Flexible:	1	2	3	4	5
Collaborative:	1	2	3	4	5
Communicator:	1	2	3	4	5