

Job Description

Job Title:	Groom
Department:	Equestrian Centre
Job Grade:	6
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

The Stowe Group of schools (Stowe, Ashfold, Swanbourne House and Winchester House) is situated on four separate sites in Buckinghamshire and Northamptonshire and educates children from 3-18 years. Within The Stowe Group there are more than 1,800 pupils and 800 members of staff. The schools occupy sites of historical significance in Swanbourne, Dorton, 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 Change Makers vision and Change 100 programme.

Vision & Ethos

We are Change Makers

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.

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 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, including mucking out, feeding, grooming, exercising, administering medication and assisting with equine professionals such as vets, farriers, physios and dentists.
- To maintain high standards of horse care, stable management, turnout, yard presentation and daily welfare monitoring, reporting any concerns promptly to the Head of Equestrian.
- To support and supervise pupils safely while riding and around the yard, including preparing for lessons, assisting with horse handling and supervising external coaching as required.
- To build positive and professional relationships with pupils, parents, colleagues and external professionals, ensuring the needs of both horse and pupil are met.
- To follow all relevant records, policies and procedures relating to horses, pupils, staff, safeguarding, health and safety and medication.
- To assist with the preparation of horses, tack and equipment for competitions, school events, and other equine activities, and to escort pupils where required.
- To work flexibly as part of the Equestrian Centre rota, including early mornings, evenings, weekends, school holidays and competition days as required.
- To assist with maintaining a clean, safe and professional yard environment, including reporting maintenance, fencing, tack, equipment or health and safety issues promptly.
- To undertake any ad-hoc duties and appropriate training as required by the Head of Equestrian.

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"> • No formal qualification required, but relevant practical experience in a professional yard or equestrian environment is essential. 	<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. • Experience handling a range of horses safely and confidently. • Ability to work independently and as part of a team. • Good communication skills with pupils, parents, 	<ul style="list-style-type: none"> • Knowledge of BHS/ABRS qualifications. • Proven track record in industry. • Ability to prepare horses for competition.

	<p>colleagues and external professionals.</p> <ul style="list-style-type: none"> • Reliability, punctuality and a strong understanding of professional boundaries in a school environment. 	
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
<p>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</p>		
<p>Date Agreed: June 2026</p>		

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