

Farm Assistant – Education

Job Description & Person Specification

Contract Type:	Permanent, all-year
Hours:	37 per week Monday to Friday (08.30-16.30 Monday to Thursday, 08.30-16.00 on a Friday). The position requires flexibility to include occasional weekend cover.
Salary:	Range 2, FTE £25,989 - £28,142
DBS Disclosure Level:	Enhanced
Reports To:	Farm Education Lead
Role Purpose:	The Farm Assistant (Education) plays a key role in the day-to-day operation, maintenance, and development of the Company's therapeutic care farm, with a particular focus on creating and delivering meaningful educational and therapeutic learning experiences. This varied role combines practical farm work with education delivery, ensuring the farm remains a safe, productive, and engaging environment for animals, pupils, staff, volunteers, and visitors. Reporting to the Farm Education Lead and working closely with the Farm Manager, the post-holder will contribute to both the educational and operational objectives of the farm. While line management responsibility sits with the Farm Education Lead, the Farm Manager retains overall responsibility for the farm's operation and strategic development. The post-holder will assist in maintaining high standards of animal welfare, including daily husbandry tasks, health monitoring, and supporting veterinary and emergency care requirements when necessary. They will also contribute to the maintenance and improvement of paddocks, buildings, fencing, and wider farm infrastructure, alongside supporting seasonal growing projects within the walled garden. A significant aspect of the role involves developing and delivering farm-based educational and therapeutic activities for pupils. As the farm's educational provision continues to evolve, the Farm Assistant (Education) will play an important role in creating and developing a library of learning resources, practical activities, and therapeutic interventions that utilise the farm environment to support personal development, wellbeing, and learning outcomes. This will involve designing engaging and accessible sessions centred around agriculture, animal husbandry, horticulture, conservation, environmental awareness, and countryside skills. During term time, the Farm Assistant (Education) will deliver daily practical sessions for approximately 3–4 hours each school day (exact timings to be agreed in line with the school timetable), supporting pupils with a wide range of needs, abilities, and interests. In addition to the wider educational provision, the post-holder will support the delivery of an accredited Land-Based Studies qualification.

	Working collaboratively with the Outdoor Learning and Forest School Co-ordinator and the School's Senior Leadership Team, the Farm Assistant (Education) will deliver and assess the practical elements of the course, ensuring pupils have opportunities to develop vocational skills and achieve recognised outcomes through meaningful farm-based activities. The Farm Assistant (Education) will also contribute to the ongoing development of the farm as a therapeutic, educational, and community resource. This includes supporting community engagement activities such as open days, educational workshops, seasonal events, and volunteer programmes. Working alongside the Farm Manager, the post-holder will help create a welcoming environment for volunteers, visitors, and community groups, enabling them to participate safely and positively in farm activities. The role is primarily worked during weekdays in line with the educational provision; however, occasional weekend and out-of-hours working may be required (particularly outside of term time) to support animal welfare needs, community events, educational activities, or operational requirements.
Key Responsibilities:	Key Tasks: • Plan, develop and deliver engaging farm-based educational and therapeutic activities that support pupils' personal, social, emotional, and vocational development. • Create and maintain a library of learning resources, practical activities, and teaching materials that utilise the farm environment as a learning space. • Work collaboratively with the Farm Education Lead, Outdoor Learning and Forest School Co-ordinator, and wider staff team to develop and enhance educational opportunities across the farm. • Observe, monitor, and document pupils' participation, engagement, achievements, and progress during farm-based learning activities. • Attend relevant school meetings where farm-based provision, pupil progress, therapeutic outcomes, or wider educational opportunities are being considered. • Provide hands-on animal care, ensuring the health and welfare of farm animals, including daily feeding, cleaning, and enrichment. Assist in emergency animal care, as required. • Support the maintenance and development of paddocks, buildings, fencing, equipment, and wider farm infrastructure. • Contribute to the planning, development, and delivery of the farm's seasonal growing programme, including propagation, planting, cultivation, harvesting, and ongoing maintenance of fruit, vegetables, flowers, and growing areas across the farm. • Ensure health and safety procedures are always followed, maintaining a safe and supportive environment. Maintaining high levels of cleanliness and safety across the site.

	General Duties • Promote the farm and its educational, therapeutic, and community benefits through positive engagement with pupils, staff, parents, visitors, volunteers, and external partners. • Support the delivery of community events, workshops, open days, and volunteer activities. • Maintain appropriate records, risk assessments, and documentation in line with farm and school procedures. • Work collaboratively with colleagues to develop and enhance the farm's educational, therapeutic, and community offering. • Uphold the farm's values of sustainability, and the Company values of belonging, kindness, and ambition, undertaking any other duties commensurate with the role. The following duties are ones which all staff are required to perform: • Promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact; • Observe health and safety procedures and work safely at all times; • To be responsible for your own continuing self-development, undertaking training as appropriate to the working environment and location, and developments in your role; • Undertake any other duties as required by your manager to meet the changing needs and demands of the Company; • Conduct yourself with professionalism, tact, and diplomacy always as a representative of the Company.
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This job description is current at the date of publication but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade. This job description is provided to assist the post holder to know their principal duties.

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PERSON SPECIFICATION

Criteria	Qualities	Essential/Desirable
Qualifications & Experience	1. Experience in Animal Husbandry and Horticulture.	E
	2. Previous experience of working with children, preferably in an Educational, Outdoor Learning or therapeutic setting.	E
	3. TA, LSA, Forest School, Outdoor Learning or equivalent qualification.	E
	4. Experience working with and supporting children and young people with SEND.	D
	5. Relevant professional qualifications or certifications in Animal Management	D
Skills & Knowledge	6. Ability to build relationships with children and young people.	E
	7. Strong practical skills in animal care, land management, woodworking and construction.	E
	8. Robust understanding of horticulture and garden development.	E
	9. Knowledge of forest school principles and outdoor learning.	E
	10. Understanding of trauma-informed and therapeutic approaches.	E
	11. Ability to lead groups of pupils.	E
	12. Ability to relate well to children and adults.	E
	13. Value and respect the views and needs of children and young people.	E
	14. Work collaboratively and supportively with colleagues within the organisation.	E
	15. Respect and value the different experiences, ideas and backgrounds others can bring to work and to teams.	E
	16. Ability to adapt activities to meet a range of learning needs and abilities.	E
	17. Ability to observe and report on pupil engagement, behaviour and progress.	E
	18. Committed to continual personal and professional development.	E
	19. Using ICT for planning, recording and communication.	E
Personal Attributes	14. Resilience to challenges.	E
	15. Patient and calm approach.	E
	16. Commitment to safeguarding and equality, and to the ethos and values of Coombe House School and the Dorset Centre of Excellence.	E
	17. Hands-on and proactive approach, solution-focused, with the ability to work independently and take ownership of responsibilities.	E
	18. Passion for sustainability, outdoor learning and Therapeutic farming.	E
	19. Adaptable to changing priorities and able to work under pressure.	E