



BOWER LEARNING PARTNERSHIP

Job Description

Job Title: Horticulture and Sustainability Lead

Grade: Grade 13

Contract: Permanent – Term Time Only (plus 2 weeks)

Working Pattern:

- **Option 1:** Two part-time positions
 - **Polden Bower School – 22.2 hours a week**
 - **Avalon School – 14.8 hours a week**
- **Option 2:** One full-time post across both schools (5 days per week)

We welcome applications from individuals seeking either a part-time role at one school or a full-time position across both settings.

Location: Polden Bower School and/or Avalon School, Somerset

Responsible To: Senior Leadership Team

Job Purpose

The Bower Learning Partnership is seeking passionate, innovative and nurturing individuals to lead and develop horticulture, sustainability and environmental education across Polden Bower School and Avalon School.

This exciting role combines practical horticulture, community engagement, Education for Life (SEfL), environmental leadership and sustainability education. The successful candidate will inspire children and young people to develop lifelong skills through meaningful outdoor learning experiences whilst strengthening our links with local allotments (both schools currently have allotments), community groups and environmental organisations.

We are looking for individuals who share our vision of creating exceptional opportunities for pupils with SEND to engage with nature, develop practical life skills, build confidence, promote wellbeing and contribute positively to their communities.

Alongside leading horticultural activities, the postholder will act as the school's Sustainability Lead and Green Champion, supporting the development and delivery of Climate Action Plans and embedding sustainability throughout school life.

This is a unique opportunity for someone who is passionate about horticulture, community engagement, environmental responsibility and preparing young people for adulthood.



The weekly working pattern will be agreed with the Head of School and may be arranged flexibly across the week to meet the needs of the school and the role.

Key Responsibilities
Horticulture and Outdoor Learning
<ul style="list-style-type: none"> • Lead, develop and coordinate horticultural provision across the school. • Create engaging opportunities for pupils to participate in gardening, growing, food production and environmental projects. • Develop bespoke horticultural programmes aligned to individual needs, EHCP outcomes and curriculum priorities. • Ensure pupils access horticultural activities regularly through structured lessons, interventions and enrichment opportunities. • Support staff to integrate horticulture into curriculum delivery and Education for Life pathways. • Develop pupil understanding of healthy food production, nutrition, wellbeing and sustainable living. • Promote independence, teamwork, resilience, communication and employability skills through practical activities. • Maintain safe and engaging horticultural environments and growing spaces.

Community and Partnership Development
<ul style="list-style-type: none"> • Develop and strengthen relationships with local allotments, community gardens, environmental organisations, local businesses and volunteers. • Create opportunities for pupils to participate in community-based projects and volunteering. • Support pupils to contribute positively to their local communities. • Establish links with local sustainability initiatives and environmental projects. • Promote the work of the schools through community engagement activities and events. • Seek opportunities for partnership working; sponsorship, donations and grant funding.

Sustainability Leadership
Act as the Sustainability Lead and Green Champion for the school by:
<ul style="list-style-type: none"> • Developing and implementing the school's Sustainability Vision and Climate Action Plan. • Coordinating sustainability activity across teaching, estates, leadership and community engagement. • Supporting school leaders in achieving sustainability objectives. • Encouraging and empowering staff, pupils and stakeholders to contribute to sustainability initiatives. • Monitoring, evaluating and reporting on sustainability outcomes and impact.
The postholder will lead work across the four national Climate Action Plan pillars:
Adaptation and Resilience
<ul style="list-style-type: none"> • Support schools to understand and respond to the impacts of climate change.



<ul style="list-style-type: none">• Develop projects that improve environmental resilience across school sites.• Promote sustainable approaches to managing environmental risks.
Biodiversity and Nature
<ul style="list-style-type: none">• Increase opportunities for pupils to engage with wildlife and nature.• Create and enhance habitats for biodiversity.• Promote conservation and environmental stewardship.• Lead opportunities to improve outdoor learning environments.
Climate Education and Green Skills
<ul style="list-style-type: none">• Support pupils to understand climate change, sustainability and environmental responsibility.• Develop practical green skills aligned to Education for Life outcomes.• Promote sustainable lifestyles and informed environmental decision-making.• Support curriculum development relating to sustainability and climate education.
Decarbonisation and Net Zero
<ul style="list-style-type: none">• Promote energy-saving initiatives across school sites.• Support projects linked to renewable energy and carbon reduction.• Encourage sustainable travel and environmentally responsible behaviours.• Support the monitoring and reduction of environmental impact.

Student Engagement and Education for Life
<ul style="list-style-type: none">• Develop highly engaging and meaningful opportunities which support the Preparation for Adulthood agenda.• Promote independence, employability and practical life skills.• Create pathways for pupils to gain experience in horticulture, sustainability and environmental projects.• Support pupils to develop confidence, communication skills and social engagement.• Celebrate and showcase pupil achievements and success.

Health and Safety
<ul style="list-style-type: none">• Ensure all activities are undertaken safely and risk assessments are completed.• Maintain equipment, tools and outdoor learning environments.• Ensure compliance with safeguarding, health and safety and environmental requirements.• Implement safe systems of work for staff, volunteers and pupils.

General Responsibilities
<ul style="list-style-type: none">• Contribute positively to the ethos and values of the Bower Learning Partnership.• Promote safeguarding and the welfare of children and young people.• Work collaboratively with families, staff, governors and external agencies.• Attend relevant meetings, training and professional development opportunities.• Engage in school and community events linked to the role.



To undertake such other duties and responsibilities commensurate with the grade, skills and responsibilities of the post, as may reasonably be required by the line manager or the organisation.