



Farm Assistant – Education Lead

Job Description & Person Specification

Contract Type:	Permanent, all-year
Hours:	37 per week, mainly 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 £26,847 – £29,071 plus an additional responsibility allowance (ARA) of £2,250 per annum.
DBS Disclosure Level:	Enhanced
Reports To:	Farm Manager
Role Purpose:	The Farm Assistant - Education Lead is responsible for leading and developing the educational and therapeutic provision delivered through the Company's therapeutic care farm. Working closely with the Farm Manager and relevant school leadership team, the post-holder will oversee the planning, delivery, evaluation, and continuous development of farm-based learning opportunities, ensuring that pupils can access meaningful, engaging, and therapeutic experiences that support their personal, social, emotional, and vocational development. As the lead practitioner for education on the farm, the post-holder will line manage the Farm Assistant (Education) team, providing day-to-day support, guidance, supervision, and quality assurance. They will work collaboratively with school staff and the Farm Manager to develop an innovative programme of educational and therapeutic activities, creating resources and learning opportunities that maximise the unique benefits of the farm environment. The role will include responsibility for the practical aspects of accredited Land-Based Studies programmes, ensuring practical learning experiences are delivered effectively and that assessment and quality assurance requirements are met. The Farm Assistant (Education Lead) will support the referral, induction, and review process for pupils accessing farm-based provision, helping to ensure that programmes are tailored to individual needs and contribute positively to educational, therapeutic, and wellbeing outcomes. The post-holder will attend relevant school meetings, contribute to pupil reviews and planning processes, and work alongside colleagues to ensure farm provision is effectively integrated into wider pupil support arrangements. Alongside educational lead responsibilities, the post-holder will maintain an active presence on the farm, supporting animal care, growing activities, site development, and community engagement initiatives. 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: • Provide day-to-day leadership, supervision, and line management for Farm Assistant (Education) staff. • Monitor and support the quality and consistency of educational and therapeutic provision delivered on the farm. • Work collaboratively with the Farm Manager to develop and implement the farm's educational and therapeutic vision and strategic objectives. • Lead the planning, development, delivery, and evaluation of farm-based educational and therapeutic activities that support pupils' personal, social, emotional, and vocational development. • Develop and maintain a library of learning resources, schemes of work, and practical activities that utilise the farm environment. • Work collaboratively with the Farm Education team, 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, progress and outcomes during farm-based learning activities. • Promote pupil wellbeing, confidence, independence, resilience, and practical life skills through meaningful farm-based experiences. • Support and coordinate referrals to farm-based provision, ensuring programmes meet individual pupil needs. • 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. • Contribute to growing activities, site maintenance, and the development of the farm environment. • Ensure that educational activities are delivered safely and in accordance with safeguarding, health and safety, and biosecurity requirements. • Support the planning and delivery of community events, workshops, volunteer programmes, and open days.
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General Duties:

- Promote the farm and its educational, therapeutic, and community benefits through positive engagement with pupils, staff, parents, visitors, volunteers, and external partners.
- Work collaboratively with the Farm Manager to support the continued development of the farm.
- Provide effective line management, support, supervision, and mentoring to Farm Assistant (Education) staff, promoting high standards of practice and professional development.
- Maintain appropriate records, reports, risk assessments, and documentation in line with farm and school procedures.
- Participate in training, supervision, and continuing professional development.
- 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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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, delivering practical, hands on learning in outdoor, vocational, agricultural, or therapeutic settings.	E
	5. Relevant professional qualifications or certifications in Animal Management	D
	6. Experience supporting, supervising, or mentoring staff, volunteers, pupils, or groups.	E
Skills & Knowledge	7. Ability to build relationships with children and young people.	E
	8. Knowledge of effective approaches to supporting children and young people with diverse learning, emotional, and behavioural needs.	E
	9. Knowledge of forest school principles and outdoor learning.	D
	10. Understanding of trauma-informed and therapeutic approaches.	D
	11. Ability to adapt activities to meet a range of learning needs and abilities.	E
	12. Strong practical skills in animal care, land management, woodworking and construction.	E
	13. Robust understanding of horticulture and garden development.	D
	14. Knowledge of animal welfare standards and safe livestock handling practices.	E
	15. Ability to plan, deliver, and evaluate engaging educational and therapeutic activities.	E
	16. Strong organisational skills with the ability to manage competing priorities and workloads.	E
	17. Ability to observe and report on pupil engagement, behaviour and progress.	E
	18. Confident use of ICT for planning, recording and communication.	E
	19. Effective communication skills with pupils, staff, families, volunteers, and external agencies.	E
	20. Ability to motivate, support, and develop others through positive leadership and coaching.	E
	21. Respect and value the different experiences, ideas and backgrounds others can bring to work and to teams.	E
	22. Committed to continual personal and professional development.	E

Personal Attributes	23. Committed to high standards of animal welfare, safeguarding, and professional conduct.	E
	24. Calm, patient, and adaptable when working with pupils with a range of needs and changing priorities.	E
	25. Passionate about the educational, therapeutic, and community potential of farming and outdoor learning.	E
	26. Strong interpersonal skills and the ability to build trust and positive relationships.	E
	27. Approachable, supportive, and committed to developing others.	E
	28. Resilient and able to remain positive and work effectively under pressure in a busy and physically demanding environment.	E
	29. Practical, solution-focused and willing to lead by example, with the ability to work independently and take ownership of responsibilities.	E
	30. Shares and promotes the values of sustainability, belonging, kindness, and ambition.	E

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.