



Crowdys Hill
School

Farm Teacher



Thank you for your interest in the vacancy at Crowdys Hill School.

These guidance notes are designed to provide you with information to help you complete your application form correctly and give you information about our and on our recruitment process and associated policies. You should read all the guidance notes prior to completion of the application form. If you would like any further advice regarding the vacancy or the recruitment process please contact Trudy Topp Senior Admin Manager at Crowdys Hill School – 01793 312266 or email ttopp@crowdyhill.swindon.sch.uk

When completing the application form, please refer to the following information:

Job Description – this details the main duties and requirements for the post and provides an understanding of the role

Person Specification – this describes the skills, knowledge and experience required for the post

Advertisement – this will give you brief details of the job and key dates of the recruitment process

Please ensure you complete all parts of the application form, unless otherwise indicated, preferably electronically. **Curriculum Vitae (CV's) are not accepted.**

The application form will be used to assess your skills, knowledge and suitability for the job against the criteria on the person specification, so please ensure it is accurate and complete.

If you require additional space, separate sheets will be accepted, but please ensure they are attached securely to the back of the application form or as attachments if submitting electronically.

Late applications will not normally be considered.

We reserve the right to contact any of your previous employers/educational establishments to verify the information provided.

Personal Details

Only personal information required for processing your application is requested in the main body of the application form.

Disabled Applicants

As an equal opportunity employer, we welcome applications from disabled people. Disabled applicants meeting all the essential criteria will be shortlisted for interview or test.

If you consider yourself disabled, **please indicate this on the form in the appropriate section** also indicating if you require any adjustments and/or adaptations in order to attend for interview.

Equal Opportunities

To view the Equal Opportunities Policy in full, please visit

<https://crowdyshill.swindon.sch.uk/policies.html>

SAFEGUARDING

Safeguarding students at Crowdys Hill is a priority. All appointments to posts are made through stringent adherence to the requirements of 'Keeping Children Safe in Education' (most recent edition). The school maintains a cohort of staff trained in Safer Recruitment and the trained colleague(s) most appropriate to this post will participate in the selection process.

All staff will be trained annually in Child Protection requirements. Cognisant of Part 1 of 'Keeping Children Safe in Education', (most recent edition), staff are required to refer all Child Protection concerns to the Child Protection trained staff team in their school (recognising that they can refer directly themselves in extraordinary circumstances). Those trained in Child Protection are identified throughout school documentation and on the school's website.

Within their work, employees are required to identify, attempt to prevent or at least minimise the risk of interpersonal abuse or violence; safeguarding children, other vulnerable people and themselves. This includes the timely sharing of information with appropriate colleagues to enable action to be initiated and protection to be afforded to both students and/or colleagues as needed.

All employees are required to be aware of and update colleagues, as appropriate, to comply with current legislation and statutory guidance which will affect their practice in role and must adhere to all policies and protocols of Crowdys Hill School.

We are committed to keeping children and young people safe from harm and abuse and to promoting their welfare, and we expect that everyone who comes to work for us will share the same commitment. Fulfilling this responsibility includes making sure that our recruitment process includes a range of measures to identify those who may be unsuitable to work with children and young people.

In accordance with the provisions of the Data Protection Act 1998, and new GDPR 2018, jobholders should take reasonable care to ensure that personal data is not disclosed outside Council procedures, or use personal data held on others for their own purposes. In accordance with the provisions of the Freedom of Information Act 2000, ensure requests for non-personal information are dealt with in accordance with the Council's written procedures

To comply with the Asylum and Immigration Act 1998 (as amended by S147 of the Nationality and Immigration and Asylum Act 2002) all prospective employees will be required to supply evidence of eligibility to work in the UK.

This organisation is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Background checks and an enhanced DBS will be required.

This post is exempt from the Rehabilitation of Offenders Act 1974. Crowdys Hill School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Background checks and an enhanced DBS will be required. Further information about what the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) means for applicants is provided on the Application Form.

Applicants must be fluent in the English Language (as a requirement of Part 7 of the Immigration Act – for the effective performance of a customer facing role).

In addition, all roles within the school/college are covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and are subject to an enhanced Disclosure and Barring Service (DBS) (formerly Criminal Records Bureau (CRB)) check. These posts may also be subject to further DBS re-checks at appropriate intervals.

Please note that having a criminal record is not an automatic bar from working with us: whether or not your criminal record has a bearing on the post you have applied for will be carefully considered as part of the recruitment process. This may involve a discussion with yourself about the circumstances and background to your offences.

References

All applicants are expected to provide **a minimum of two referees**, as detailed on the application form, these must be professional references with a business email address NB Personal email addresses are not permitted.

If you have just completed full-time education, you will need to provide the name of your Headteacher/Principal or other professional as a reference. If you are self-employed you will need to provide details of individuals/businesses that can provide you with a professional reference with business email addresses.

‘Open’ references e.g. those addressed “To Whom It May Concern”, will not be accepted.

Supporting Documents

All applicants called for interview will be required to provide original evidence for the following:

For interview:

- Eligibility to Work in the UK**
- Proof of current address (less than 3 months old)
- Proof of qualifications, for teaching vacancies you must provide your Teacher Reference Number on the application form.

When employment is offered:

- Identity*
- DBS (formerly CRB) application form*
- Qualifications/Training*** – if applicable

- Confirmation of Registration with the relevant Professional Body – if applicable
- Driving documents – if applicable

We **will not** be able to confirm an offer of employment until we have confirmed the above and received suitable references.

* Details of what documentary evidence you can provide will be detailed on the invite to interview letter, alternatively please refer to

http://www.direct.gov.uk/en/Employment/Startinganewjob/DG_195811

** In accordance with the Immigration, Asylum, and Nationality Act 2006, all candidates are required to provide proof of the Right to Work in the United Kingdom. For further information please refer to <https://www.gov.uk/browse/visas-immigration/work-visas>

*** You can check the validity/level of any overseas national's qualifications by contacting the National Recognition Information Centre for the United Kingdom (NARIC) www.naric.org.uk

Employment History & Gaps in Employment

To ensure our responsibilities for safeguarding children and young people are met you must ensure your employment history and reasons for any gaps are clearly detailed. This must be a full history going right back to your first employment, giving the month and year of each job. If this is incomplete and you are shortlisted for interview you will be asked to supply this before the interview date.

Private Health Care

After 6 months' employment you will be eligible to join our health care scheme provided by Vitality.

Use of AI

The use of AI to fill in your application form is strongly discouraged, if used this should be stated on the application form.

Data Protection

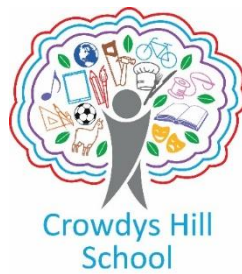
The information you provide on your application form and any subsequent information gathered in respect of your application will be held securely, in confidence and processed in accordance with the Data Protection Act 1998 and the new GDPR Regulations 2018.

The information you provide will be used in the following ways:

- To assess your suitability for the post
- To confirm information you have supplied, with third parties, as considered appropriate
- To promote, monitor, and act to ensure our recruitment policies, procedures and processes comply with legislation, our Employment Equality Policy and associated strategies and plans
- To answer requests for information made under the Freedom of Information Act 2000 or related legislation
- It will only be disclosed where lawful obligation applies

Applications and related information in respect of successful candidates will be held securely on computerised and/or manual filing systems in accordance with the Data Protection Act 1998 and the new GDPR Regulations 2018.

Full details available upon request.



Job Description & Person Specification

Farm Teacher

Salary	Mainscale to UPS + SEN allowance £2,787
Phase	Primary & Secondary
Hours	Full-time

Recruiting high quality, specialist staff is a critical part of our improvement process. Each member of our team has individual and specific responsibilities as well as fulfilling wider duties of care and education for our young people. Shared responsibility is the strength which underpins the successful promotion of Governing Body principles and the school's aims and objectives.

Our school, and the needs of the students on our roll, demands flexible, solution focussed and positive responses from all staff, who are expected to exercise individual initiative within a team framework. We are, therefore, seeking to employ an outstanding professional to work as part of a team to promote the educational development of our students

The farm plays a vital role in our special school by providing a unique, hands-on learning environment that supports pupils' educational, social, and emotional development. It offers meaningful opportunities for students to engage with animals and nature, helping to build confidence, responsibility, and independence in a safe and supportive setting. Through practical activities such as feeding, caring for animals, and maintaining the farm, pupils develop key life skills, communication abilities, and sensory awareness. The farm also promotes wellbeing, offering a calming and therapeutic space that can reduce anxiety and support regulation. Overall, it enriches the curriculum by making learning accessible, engaging, and relevant to the diverse needs of our students.

Main responsibilities

Farm Operations & Provision:

- Oversee the day-to-day management and operation of the school farm and Outdoor Classroom provision.
- Promote and maintain high standards of animal care, welfare, nutrition, enrichment, and husbandry across the farm.
- Ensure all aspects of animal health, welfare, hygiene, and biosecurity are consistently maintained to a high standard.
- Maintain safe, engaging, and well-organised outdoor learning environments for students, staff, and visitors.
- Ensure all farm equipment, tools, and resources are appropriately maintained,

organised, safe, and accessible for educational use.

- Contribute to the ongoing development and enhancement of the outdoor learning curriculum and provision.
- Coordinate, supervise, and support the team of farm volunteers / farm teachers.
- Undertake farm visits during weekends and school holidays as required to ensure continuity of animal care and site management.
- Manage the farm budget effectively and identify opportunities for growth, improvement, and sustainability within the provision.
- Oversee the ordering, storage, and stock control of animal feed, hay, bedding, and essential farm supplies.
- Respond promptly and effectively to any animal welfare, health, or operational farm needs.
- Plan and deliver extra-curricular and enrichment activities linked to the farm and outdoor learning provision.

Teaching & Learning Responsibilities

- Design, develop, and deliver an engaging and meaningful curriculum focused on agriculture, animal care, farm life, sustainability, outdoor learning, and careers within the land-based sector, aligned with the school's curriculum vision and development plans.
- Work collaboratively with the Outdoor Education Lead to contribute to whole-school curriculum development and strategic planning.
- Develop curriculum maps for each key stage, ensuring clear progression, differentiation, and cross-curricular links.
- Plan, deliver, assess, and evaluate high-quality lessons in line with school policies, curriculum expectations, and student needs.
- Provide professional support, guidance, and subject expertise to teaching staff across the school.
- Create and maintain safe, structured, and supportive indoor and outdoor learning environments that promote engagement and achievement.
- Equip students with practical life skills, employability skills, and personal qualities to support future education, training, and employment opportunities.
- Set and maintain consistently high standards of teaching, learning, and professional practice.
- Support the accurate assessment, recording, and monitoring of student progress and achievement, including within Land-Based Studies, Animal Care BTEC courses, and other relevant qualifications or accreditation pathways (KS4).

Essential
Qualifications & Education
Qualified Teacher Status (QTS) or equivalent teaching qualification.
Experience & Knowledge
Demonstrable knowledge and practical experience of working within a farm, agricultural, animal care, or land-based environment.
Confidence in undertaking practical farm duties including mucking out, routine animal care, administering minor animal first aid, and maintaining high standards of animal welfare.
Strong working knowledge of animal nutrition, husbandry, and welfare practices.
Good knowledge and understanding of outdoor education, nature-based learning, and environmental sustainability.
Experience leading, managing, and motivating teams, volunteers, or support staff in line with organisational values and development goals.
Strong organisational, communication, and problem-solving skills.
Ability to effectively organise staffing rotas and coordinate additional farm cover during weekends and school holidays.
Sound understanding of farm equipment, manual handling, risk assessment, and farm/animal safety procedures.
Skills
Ability to organise, lead and motivate disengaged pupils
Ability to self-evaluate learning needs and actively seek learning opportunities
Ability to relate well to both pupils and adults
Strong communication skills, with the ability to work collaboratively
Commitment to safeguarding and promoting the welfare of children and young people
Willingness to engage fully in ongoing professional development and reflective practice and share this with the wider team
Personal Attributes
Understand the importance of confidentiality when working with sensitive information
Have a good sense of humour
Enjoy working with pupils with additional needs.
To be willing to undertake a wide variety of training and to embrace the aspect of life long learning
To be self-motivated

These criteria will be assessed via application, references and interview.

Crowdys Hill is committed to safeguarding and promoting the welfare of children and young people and postholders will be subject to background, online, health, children's barred list and Enhanced DBS Checks and obtaining satisfactory references.

You must be fluent in the English language (as a requirement of Part 7 of the Immigration Act "for the effective performance of a customer-facing role").