



Person Specification

Essential Qualifications

Level 3 qualification (or equivalent experience) in Horticulture, Environmental Studies, Land-Based Studies, Outdoor Education or a related field.

GCSE English and Maths (Grade C/4 or above) or equivalent.

Essential Knowledge and Experience

- Passion for horticulture, sustainability and outdoor learning.
- Experience of developing practical programmes and activities.
- Experience of engaging and motivating children and young people.
- Understanding of environmental sustainability and climate action.
- Experience of working collaboratively with community partners.
- Ability to work independently and manage multiple projects.
- Understanding of safeguarding and child protection responsibilities.
- Strong organisational and communication skills.
- Ability to build positive relationships with pupils, staff and external partners.

Desirable Knowledge and Experience

- Experience working within education.
- Experience working within a SEND environment.
- Experience managing allotments, gardens or community growing projects.
- Experience delivering environmental or sustainability initiatives.
- Experience securing grants, sponsorship or community funding.
- Experience supporting volunteering programmes.
- Knowledge of Education for Life and Preparation for Adulthood frameworks.
- Experience of developing Climate Action Plans.
- Understanding of biodiversity enhancement projects.
- Experience of leading sustainability programmes within schools.

Essential Personal Qualities

The successful applicant will demonstrate:

A genuine passion for horticulture and sustainability.

Commitment to improving outcomes for children and young people with SEND.

Creativity and innovation.

Enthusiasm and positivity.

Strong relationship-building skills.

Resilience and adaptability.

Professionalism and integrity.

Excellent communication skills.

A caring, nurturing and supportive approach.

Ability to inspire others and create enthusiasm for environmental projects.

Commitment to inclusion, equality and community engagement.

Special Requirements



Essential	Desirable
<ul style="list-style-type: none">• Full UK Driving Licence.• Access to a vehicle for work purposes.• Ability to travel between partnership sites and community locations	<ul style="list-style-type: none">• D1 Minibus Driving Licence.• First Aid qualification.• Horticultural certification.• Environmental or sustainability qualifications.

Why Join Us?

At the Bower Learning Partnership, we believe that the greatest learning often happens beyond the classroom. Through horticulture, sustainability and community engagement, we aim to equip our pupils with the skills, confidence and experiences they need to thrive in adult life.

We are looking for passionate individuals who share our ambition to build a greener, more sustainable future whilst creating exceptional opportunities for children and young people with SEND.

Together, we can grow something truly special.

Safeguarding Statement

Polden Bower School is committed to safeguarding and promoting the welfare of children and young people. This appointment will be subject to enhanced DBS disclosure, medical clearance proof of the right to work in the UK and satisfactory references.

Following the acceptance of your interview, an online check will be carried out as detailed in the latest Keeping Children Safe in Education guidelines