Farm Assistant

Job Description

Job Title:	Farm Assistant
Reporting to:	Farm Manager
Line Managing:	-
Responsibilities:	To support the effective management of Tom's Farm at Nightingale Community Academy
Working with:	Leadership team and all staff

***General responsibilities*:**

(1) The education and welfare of designated classes or groups of learners in accordance with the requirements of Conditions of Employment of School Teachers, having due regard to the Nightingale Community Academy's aims, objectives, schemes of work, and policies.
(2) To share in the corporate responsibility for the wellbeing and pastoral care of all learners.
(3) To carry out practical tasks for the welfare of the animals on the farm, including looking after the animals' health and nutritional needs.
(4) To carry out any reasonable instructions given by the Principal or Senior Leadership Team.

Specific Duties

1) **Management of Learning, Teaching and Resources**

Have clear intentions for children's learning and to use knowledge of school policy and curriculum requirements to plan differentiated work to meet the needs of individuals and groups promoting progression, continuity and quality of learning.
Use a variety of suitable teaching and learning styles and to communicate clear learning objectives and expectations.
To ensure that all equipment is organized, safe and accessible to pupils.

2) **Management of People and Learners**

Support positive behaviour taking into account the personal, social and emotional needs of learners.
Establish and maintain a positive regard towards both learners and staff, promoting equality and diversity.
Work as a member of a team, planning co-operatively, sharing information, ideas and expertise.
Consult and plan with colleagues, as appropriate.
To supervise and support volunteers and students on work placements.
To be responsible for supporting Learning Support Professionals in the range of tasks they may be expected to undertake whilst assisting students attending the farm.

3) **Evaluation and Quality**

Support the accurate assessment of learners' progress and achievement as part of routine assessment expectations as required in Land Based/ Animal Care BTEC courses or other accreditation

4) **Professional development**

Attend school based in-service training.
Take an active part in identifying and working on one's own professional development needs including completion of performance management procedures.

6**) Whole-school responsibilities**

To contribute to the school improvement planning and school self-evaluation process as appropriate.
To be an active member of the farm team.
Participate in the Academy Trust appraisal process in line with national guidelines.
The post-holder may be required to work in different provisions within the Academy Trust, following discussion.
To comply with all Academy policies and procedures.
To play a full and active part in the life of the school.

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General notes

(1) Job descriptions are to be reviewed annually.
(2) The responsibilities listed above are the basic essentials of the post; it is always open to the post-holder to propose ways of extending these responsibilities.
(3) This post holder will be required to cover the Farm Worker's holiday periods and other leave as well as sharing the responsibility of cover for the farm during bank holidays, including Christmas. All annual leave must be taken during school holiday closure periods.
(4) Nightingale Community Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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Person Specification

Please state, **in numerical order**, how you meet the following selection criteria. Candidates will be short listed entirely on the basis of the extent to which they meet the criteria in their application form. Please ensure that you address every aspect, in turn, and number them under each heading.
All elements are essential unless otherwise stated. Where 'desirable' is stated, only comment if you have the appropriate skills or experience. Desirable criteria may be gained after employment with the academy.
Please ensure that your supporting statement is **no more than two sides of typed A4**.

AREA	REQUIREMENTS	DESIRABLE
Qualifications	First Aid Certificate	Would be required to train and gain within six months if not held
Experience	Minimum of 2 years' experience of working on a working educational farm or similar with excellent knowledge of Animal Husbandry.	Experience in supporting behaviour and use of de-escalation strategies following a person centred approach.
Professional Skills	Proven ability in working successfully as part of a staff team. Evidence of knowing how to evaluate one's own strengths and weaknesses.	Evidence of successful multi-agency working.
Knowledge	Knowledge and experience of working with children with special educational needs Experience of working with children with challenging behaviour Firm commitment to one's own continuing professional development.	Knowledge of a range of methods to support curricular access and development
Personal Skills	**Proven ability to:** Assist the Farm Manager with the administration of a working farm, including ordering of food management of animal health records Undertake manual tasks associate with working and caring for farm animals.	

	Generate enthusiasm for new ideas in both learners and staff and inspire others with confidence. Communicate effectively to groups and individuals, both orally and in writing. Demonstrate a flexible approach to a variety of issues and a willingness to actively listen to others. To be able available to work weekends and evenings on occasion. Remain calm when working under pressure.	
Philosophy	Commitment to the provision of high quality education and pastoral care for all learners. Expectation of high learner achievement. Commitment to the safeguarding of children and young people. Evidence of understanding and commitment to equality of opportunity and respect for learners' individual differences. Commitment to family partnership in education and developing links between school, home & the community.	