



# Farm School Leader Job Description and Person Specification





## About Farms for City Children

Farms for City Children is a vibrant Charity that welcomes children from cities and disadvantaged communities to experience the adventure of working together on our farms in the heart of the British countryside. Whether they stay for a whole week with their school or come with a local group for a day visit, this unique experience can be life changing. Visiting children are immersed in the natural world of food, farming and countryside life where they participate in the seasonal tasks of the day: sowing, growing and harvesting in our kitchen gardens; caring for livestock and looking after the land; and cooking up a home-grown feast in the farmhouse kitchen. Spending time working alongside real farmers fosters children's independence and helps them to grow in confidence, develops their self-esteem, and encourages them to become more resilient. At our heritage farms and in partnership with our commercial farming neighbours, children experience the benefits of collaboration, enjoy plenty of physical activity, good food, and fresh air, and discover the magical rural environment that is full of new words, sounds and experiences to inspire their creativity.

*"Some of the children we took to the farms had very difficult and chaotic lives. We took them out of a very difficult environment where they were unable to socialise and didn't know how to share and put them into a totally different world. It was a haven where they could thrive."*

***Teacher from London***

Further details about the Charity are available on our website [www.farmsforcitychildren.org](http://www.farmsforcitychildren.org)

# Job Description – Farm School Leader



Job Title	Farm School Leader
Location	Farms for City Children, Lower Treginnis
Reporting to	Farm Operations Manager
Contract type	Full Time, Permanent
Salary	Appoint scale £22,000 - £28,000
Benefits	Farms for City Children will contribute 6% on top of the annual salary into the Charity's NEST Pension Scheme. A tax efficient, Salary Exchange (also known as Salary sacrifice) scheme is operated for both pension contributions and childcare costs.

## Role Overview

This is a hands-on role responsible for leading engaging countryside, food and farming sessions for groups of beneficiary children at Lower Treginnis a smallholding raising pigs, poultry and goats.

As part of the wider farming operations team, the Farm School Leader will play a key role in the successful implementation of the farming enterprise plan, which seeks to extend the current farming and growing operations at Lower Treginnis, with the aim of generating profitable income and creating exciting new countryside, food and farming experiences for our visiting children.

The successful post-holder will be an expert in at least one of the following specialist areas, becoming the thematic lead for this at Lower Treginnis, and will be excited by the opportunity to gain knowledge and skills by working across all specialisms:

- Outdoor learning and Social, Emotional and Mental Health (SEMH) (to include engaging children in outdoor learning to support strong SEMH)
- Countryside and heritage (to include countryside/environmental management and expertise in rural, cultural or built heritage)

As comfortable in wellies mucking out livestock as engaging with visiting children and teachers, this role requires a can-do attitude, endless positivity and enthusiasm, and a genuine passion for supporting disadvantaged children and young people to access the benefits of the countryside life.

## Main responsibilities

- Support the farm management team to create a warm, child-centred environment in which all visiting children flourish
- As thematic lead for the relevant specialism, work closely with the farm management team to inform the development of appropriate children's activity sessions, propose best-practice operating procedures for all staff and volunteers working in this area and, where relevant, share thematic knowledge and skills with the whole team
- Deliver children's countryside, food, and farming sessions across all thematic specialisms
- Undertake routine farming tasks and basic maintenance as required

## Farm Operations

- Regularly review the farm risk assessments and participate fully and proactively in H&S training, ensuring you have the knowledge and skills required to meet the requirements of the H&S policy
- Ensure animal welfare standards are maintained in line with Charity policies
- Ensure the Charity-wide and site-specific bio-security and disease control policies are always followed, reporting any concerns to the farm management team immediately

- Ensure safe working practices and policies are understood and always observed, proactively feeding back questions, suggestions and concerns to the Farm Operations Manager

#### Land management

- Support the Farm Operations Manager to develop and implement a sustainable land management plan at Lower Treginnis
- Support the management, maintenance and development of all grounds, properties, equipment and services

#### Partnership working

- Maintain a warm, positive and professional relationship with the Charity's long-term commercial farming partners
- Build supportive relationships with colleagues across all Farms for City Children sites, sharing knowledge and best practice and proactively seeking opportunities for learning and collaboration

#### Farm School Activities

- Work closely with the farm management team to ensure the countryside, food and farming activities for visiting children are safe, stimulating and purposeful
- Lead countryside, food and farming sessions for groups of visiting children, adopting the Charity's pedagogical approach to ensure quality and excellence for all beneficiaries
- Work closely with visiting teachers/accompanying adults who retain responsibility for pastoral care and behaviour to ensure that children participate as fully as possible in all sessions

#### Strategy, Ethos, and Values

- Champion quality and excellence, seeking-out and sharing constructive feedback from beneficiaries to support the continual evolution of the operations at Lower Treginnis
- Model the values and ethos of the Charity and ensure these are upheld at all times

#### Continuous professional development

- Maintain a commitment to continuous professional development including undertaking professional and technical training as required by the Charity
- Keep abreast of thematic best practice, by developing links with other organisations in the sector, holding professional memberships, and participating in local and regional forums

#### General

- Attend and contribute to operations, Health and Safety, and team meetings, proactively contributing ideas and suggestions in advance, and preparing thematic reports as required
- Any other work as directed by the Farm Operations Manager, appropriate to the role

## Person Specification – Farm School Leader

This role is only open to applicants who have the permanent right to live and work in the UK.



### Training, Experience and Qualifications

#### Essential

- Educated to A-level or equivalent
- Certificated training in an area relevant to the thematic specialism
- Relevant experience of working in a farming or outdoor learning environment
- Training in H&S in a farming or outdoor learning environment
- Experience of complying with biosecurity requirements in a farming environment

#### Desirable

- Experience of working with children and undertaking training in Safeguarding (n.b. this is ESSENTIAL for the Outdoor Learning & SEMH specialism)
- Experience of leading countryside, food or farming activities for groups of children
- Experience of working in a farming or outdoor learning environment in a public access context
- Certificated training in Safeguarding

### Knowledge and Skills

#### Essential – All roles

- Demonstrable passion for engaging the public in countryside, food, or farming
- Excellent working knowledge of the thematic specialism
- Experienced user of MS Word, MS Excel and MS Outlook
- Strong understanding of and proud advocate for diversity and inclusion
- An engaging communicator with the ability to connect with children of all ages
- A friendly and supportive colleague who fosters constructive and collaborative relationships across the Charity and seeks opportunities to share knowledge and learn from others
- Self-driven, with the ability to plan, prioritise and manage time effectively
- Calm under pressure
- Full driving license

#### Essential - Outdoor learning and SEMH specialist

- Good working knowledge of the benefits of spending time learning outdoors to support children's SEMH

#### Essential - Countryside and heritage specialist

- Good working knowledge of countryside management or ecology
- Demonstrable interest in rural, cultural or built heritage

#### Desirable

- Heritage building management
- Expert knowledge of coastal ecology
- Demonstrable commitment to continuous professional development

## **Additional Information – Farm School Leader**

### **Disclosure and Barring Service**

This post is subject to a DBS check.

### **Hours of work**

The post is a full-time role including evening working.

### **Annual leave**

The annual leave entitlement for this post is 25 days per year plus public holidays.

### **Probationary period**

The appointment will be subject to a probationary period of 3 months.

### **References**

All appointments will be confirmed only upon receipt of satisfactory references.