



Mowbray School

North Yorkshire County Council

Masham Road
Bedale
North Yorkshire
DL8 2SD

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Executive Headteacher: Jonathan Tearle M.Ed B.Ed (Hons)

Head of School: Karen Pickles B.Ed MA PG Cert NPQH



Mowbray School

JOB DESCRIPTION

POST:	Farm and Grounds Assistant
GRADE:	Grade C, SCP 2 - 4
RESPONSIBLE TO:	Site Manager
STAFF MANAGED:	None
POST REF:	JOB FAMILY: 7
JOB PURPOSE:	<p>The post holder will be responsible for maintaining the farm, nature reserve and school grounds. In particular the land, buildings and equipment as well as the animals, as directed by the Site Manager and other school staff.</p> <p>To work on our school farm caring for our sheep, pigs, goats, hens, turkeys, rabbits, guinea pigs, donkeys and ponies.</p> <p>Due to the nature of the work, the post holder must be able to meet the physical demands and duties of the role.</p> <p>Required to work within a special school with pupils who have complex Special Educational Needs and Difficulties (SEND).</p>
ACCOUNTABILITIES / MAIN RESPONSIBILITIES	
Animal welfare	<ul style="list-style-type: none"> • Maintaining the health of the animals. • Feeding animals as required. • Cleaning / Mucking out of animals • Assistance during lambing time • Reporting any animal health welfare concerns to Site Manager • Collecting and preparing eggs • Liaising with other farming professionals eg Vets, farmers. • Collecting feed and other farming materials and equipment. • Moving farm animals, taking animals to market and purchasing of animals. • Breeding programs-specifically for our rare breed animals
Farm building and equipment management	<ul style="list-style-type: none"> • Repair pens, fences, gates, hen huts, electric fences, water troughs and any farm building as required. • Keep up with a good maintenance regime for buildings and machinery to ensure they are long lasting. • Where requested and necessary, under the general direction of the Site Manager participate in establishing and maintaining effective maintenance plan of buildings and machinery. • Where requested and necessary, communicate effectively with pupils, families, carers and other agencies / professionals.

	<ul style="list-style-type: none"> Monitoring the grounds maintenance and farm budgets as developed by the Business Manager.
Nature Reserve	<ul style="list-style-type: none"> Liaise with relevant school staff in developing and maintaining the upkeep of the nature reserve. Ensure the nature reserve is maintained in a wildlife friendly manner. Ensure the Forest School area is maintained and children's safeguarding is considered when developing areas. Support staff in developing areas for them as requested and discussed with Site Manager.
Administration/Other	<ul style="list-style-type: none"> Placing orders for the farm or nature reserve. Monitoring the grounds maintenance and farming budget, which is supported by the Business Manager.
Health & Safety	<ul style="list-style-type: none"> Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure. Work with colleagues and others to maintain health, safety and welfare within the working environment.
Data Protection	<ul style="list-style-type: none"> To comply with the County Council's policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.
Equalities	<ul style="list-style-type: none"> Promote inclusion and acceptance of all pupils. Within own area of responsibility work in accordance with the aims of the Equality policy, treating people with respect for their diversity, culture and values.
Customer Service	<ul style="list-style-type: none"> The County Council requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment. The County Council requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.
Date of Issue:	April 2021

PERSON SPECIFICATION

DIRECTORATE

CHILDREN AND YOUNG PEOPLE'S SERVICE

PERSON SPECIFICATION

JOB TITLE: *Farm and Grounds Assistant*

GRADE: **GRADE C, SCP 2-4**

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training Relevant Level 3 qualification in farming and land management (including animal husbandry).		X	1 & 3
Relevant qualification (above Level 3) in farming and land management (including animal husbandry).		X	1 & 3
Experience Experience of working with farm animals.	X		1 & 2
Experience of land management.	X		1 & 2
Experience of working in an educational setting		X	1 & 2
Skills & Knowledge Have knowledge of caring for animals.	X		1 & 2
Ability to work as part of a team or work alone as required.	X		1 & 2
Literate/Numerate/Legible handwriting	X		1 & 2
Ability to communicate effectively with colleagues, suppliers, other agencies.	X		1 & 2
To be able to identify the need for care and to provide that care relevant to the animals needs	X		1 & 2
Personal Qualities Active, resilient, determined, humorous, sensitive	X		2

Other Requirements			
Motivation to maintain a high quality external site for children and young people.	X		1, 2 & 4
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	X		1, 2 & 4
Ability to use initiative and keep self-motivated when working alone.	X		1 & 2
Full Driving licence	X		1
Driving licence includes category D1 or willingness to take D1 test	X		1 & 2
Willingness to work weekends as required.	X		1 & 2
Equal opportunities To assist in ensuring that NYCC's equalities policies are considered within the school's working practices in terms of both employment and service delivery	X		1 & 2

Assessment:

1. From application form
3. Documentary Evidence

2. Probing at interview
4. Pupil contact at interview