



Abbey Court School

ABBHEY COURT SCHOOL

‘We grow people’



FARM MANAGER



July 2022

Dear Applicant

FARM MANAGER

Thank you for responding to our advertisement and requesting further details of this post.

Abbey Court has been rated 'outstanding' by Ofsted at the last three successive inspections.

This information booklet provides details about both the school and the position in question. Please find enclosed:

◇ Information about the school and post (including Job Description and Person Specification)

The closing date for applications is 12 noon on 22 July 2022. Please note that we will follow up on references in advance of interview.

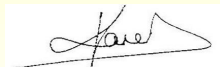
Due to the conditions and complex needs of the pupils at Abbey Court School, continuity and consistency of support is paramount and therefore candidates for all positions will need to commit to the full working hours of the post.

The school is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of appointment for post is subject to a satisfactory Disclosure and Barring Service certificate.

(To view policies pertaining to the schools Safer Recruitment procedures (including Child Protection, Safer Recruitment and Confidentiality), and additional information, please refer to the school website (<http://www.abbeycourt.medway.sch.uk/384/safeguarding>).

I look forward to receiving your completed application.

Yours sincerely



Ms Karen Joy
Headteacher



WORKING AS A FARM MANAGER AT ABBEY COURT SCHOOL

Abbey Court School is a special needs school catering for pupils aged 3 to 19. All pupils have either Severe Learning Difficulties (SLD), or Profound and Multiple Learning Difficulties (PMLD), and are referred from the Local Authority through their Education Health Care Plan. The school is currently located on two sites; Nursery and Primary School in Cliffe Road, Strood, and Secondary School and Further Education Department in Rede Court Road, Strood. The farm is situated at the primary site. The Medway Towns has excellent road and rail links with London and the Kent coast.

All employees are contracted to the school.

The successful candidate can expect to find: staff who are supportive and willing to share ideas and good practice, pupils who are keen to learn, and outstanding facilities and resources.

The school offers excellent opportunities for career development. The school motto, 'We grow people' applies not only to pupils, but to staff too.

Visit our website and view our recruitment video at....

<https://www.abbeycourt.medway.sch.uk/1308/working-at-abbey-court-school>

Days and Hours

This is a full time post. Daily working hours will be agreed but will include some weekend working. A flexible approach to each working day is expected by all postholders.

Salary

The successful candidate will be employed on Medway Scale C2 (£22,571 – £30,095)

Holidays

Please note that holiday leave must be taken during school breaks to ensure minimal disruption to school life.

Continuous Professional Development

In addition to a comprehensive induction programme, professional development and training will be provided to develop specialised skills associated with working with the pupils at Abbey Court School.

Start Date

It is hoped that the successful candidate will be able to take up post as soon as possible, on completion of all checking requirements.



The Governing Body

The Headteacher has responsibility for running the school supported by the Leadership and Senior Management Teams. The Governing Body is the statutory authority that has responsibility for the strategic governance and management of the school, and all Governors work on a voluntary basis. Governors, therefore, have a significant role to play in monitoring and evaluating the work and progress of the school. Full Governing Body meetings take place 6 times per year, with committee meetings being held in addition, attended by Governors holding the relevant responsibility.

Appointment Procedure

Candidates invited for interview will be provided with an opportunity to tour the school. Appointment to post will be based on the following checks:-

- ⇒ Enhanced DBS certificate
- ⇒ Qualification/ registration to professional body
- ⇒ Medical clearance
- ⇒ 2 x references

Interviews will take place as soon as possible after the closing date, and the panel and details of interview format will be advised to invited candidates.



JOB DESCRIPTION

HOURS: 37 hours per week
52 weeks per year, including some weekend working
25 days annual leave
(Seasonable flexible hours as agreed with the Headteacher in conjunction with the Farm Manager)

SALARY SCALE: Scale C2 points 12-25 Medway Scale

LOCATION: To be based at the Cliffe Road site (Larkin Farm)

REPORTS TO: The Headteacher, who has overall responsibility for the school and /or her deputies.

RESPONSIBILITIES AND DUTIES:

Under the direction and guidance of the Headteacher, to undertake school duties as listed below.

GENERAL DUTIES/RESPONSIBILITIES FOR ALL SCHOOL STAFF:

Safeguarding and promoting the welfare of children is employee's responsibility. Everyone at Abbey Court School has a role to play in safeguarding pupils. In order to fulfil this responsibility, all staff should make sure their approach is always child centred. Staff will follow school policy with regard to all safeguarding matters at all times.



1. To carry out school policy as documented and/or as directed by the Headteacher.
2. To present the school in a positive way in the community.
3. To respect the confidential nature of all information acquired in the performance of the job either verbally or in writing.
4. To work in a responsible and safe manner, paying attention to all Health and Safety procedures operating within the school.
5. To assist in the provision of a high quality educational experience for all children.

PRINCIPAL DUTIES AND RESPONSIBILITIES

General

1. To provide support to the management of the school and assist the Headteacher with promoting the use of the farm as an educational resource.
2. To attend meetings as required by the line manager.
3. To be the primary key holder for the farm. (This may mean being called out at any time to meet the needs of the animals and ensure site security.)

Specific (Farm Management)

1. To ensure that all livestock are adequately fed, watered and cleaned out and appropriately cared for.
2. To sell and purchase livestock as and when necessary.



3. To cultivate and maintain crops in the horticultural plots.
4. To ensure that plants in the polytunnel are watered and fed.
5. To maintain all garden areas and paths and ensure that they are tidy.
6. To keep all farm buildings and land clean and tidy at all times.
7. To maintain all buildings, sheds, fences and machines and ensure that they are all in a good state of repair.
8. To be responsible for all health and safety policy and procedures are adhered to, within the farm area.
9. To ensure the safe storage of farm machinery and equipment, medicines and sprays.
10. To account for any expenditure against a pre-agreed budget. To keep detailed records of financial incomings and outgoings in line with school policy.
11. To ensure all animal records are maintained in accordance with the DEFRA guidelines regarding animal movement, medical administration and identification (including passports).
12. To safely administer animal medicines and anthelmintics.
13. To develop the farm vision and school grounds for use by students and the wider community. (The school grounds are managed by the site staff).
14. . To assist with fundraising and promotional activities for the improvement of the farm.
15. To support and liaise with the Young Farmers Club. To supply livestock and activities for their use when appropriate and possible.



16. To further develop community links.
17. To prepare for and attend agricultural shows as required.
18. To line manage the Farm Assistants and other support staff/volunteers who help with the day to day running of the farm (including preparing the working rota).
19. To work as part of both farm, and whole school, teams.
20. To participate in training courses as appropriate to the post.
21. To participate in the school Performance Management Scheme.
22. To work in a safe and responsible manner paying attention to all Health & Safety procedures operating within the school.
23. To implement safeguarding policies and procedures at all times.

General (Working with Children)

1. Contribute to the management of student behaviour and support students during learning activities. Establish and maintain relationships with individual students and groups.
2. Participate in general supervision and act under the professional direction of teachers.
3. Support students in accessing learning activities under the guidance of the class teacher, providing feedback to students in relation to their progress and achievement in order for students to realise their full potential.
4. Timely and accurate preparation and use of specialist equipment/resources/materials/livestock as required by teaching staff, whilst creating and maintaining a purposeful, productive and safe working environment to ensure students' learning needs are met.



5. Ensure specialist equipment is maintained, checking it for quality/safety and monitor and manage stock and supplies, cataloguing as required. Demonstrate and assist others in the safe and effective use of specialist equipment/materials to ensure all are safely and effectively used.
6. Contribute to the overall work/aims of the school and appreciate and support the role of colleagues and other professionals to enable the school to fulfil its development plans.
7. Act as a role model and set high expectations of conduct to ensure that good behaviour is maintained.
8. Be aware of, and comply with, policies and procedures relating to child protection, equal opportunities, health , safety, security, confidentiality and data protection, reporting any concerns to the appropriate person, to maintain a safe and secure learning environment for students.
9. Participate in training and other learning activities as required and attend relevant meetings to ensure own continuing professional development.
10. To work with teaching staff to ensure pupil safety whilst on the farm and/or working with animals, at all times.

This job description describes the way the postholder is required to complete and perform the duties set out above. These duties may be varied from time to time to meet the changing demands of the school at the discretion of the Headteacher and following consultation with you. This job description does not form part of the Contract of Employment.



PERSON SPECIFICATION

Applications will be short-listed on the basis of the following criteria. In your application please show with relevant examples, how you meet the requirements detailed.

A	EDUCATION, QUALIFICATIONS & TRAINING <ul style="list-style-type: none"> • Appropriate qualification in Animal Care/Management. • Good standard of general education (i.e. NVQ1 or equivalent) together with good numeracy and literacy skills (NVQ2 or equivalent).
B	EXPERIENCE <ul style="list-style-type: none"> • Successful relevant experience of working with animals. • Ability to relate well to children and adults, understanding their needs and being able to respond accordingly. • Experience of managing a farm/small holding (including horses). • Experience of managing people.
C	KNOWLEDGE <ul style="list-style-type: none"> • Have a good working knowledge of relevant policies and procedures relating to child protection, health and safety, security, equal opportunities and confidentiality. • Ability to maintain clear, accurate records.
D	APTITUDE <ul style="list-style-type: none"> • Must be able to use own initiative, work independently, motivate and inspire with a creative approach to problem solving. • Must have the ability to work calmly under pressure and have the ability to adapt quickly and effectively to changing circumstances/situations. • Extensive experience of taking initiatives in situations, able to identify own development needs and able to coach and work with others to share best practice and new knowledge. • Experience of managing others, with the ability to provide direction, empower people to achieve objectives and take responsibility for team members' actions and errors. • To be thorough and pay attention to detail.

PERSON SPECIFICATION CONTINUED

E	SKILLS <ul style="list-style-type: none"> • Ability to communicate effectively. • Ability to use specialist equipment/materials and be able to demonstrate and assist others in their use. • Ability to communicate in a manner which is easily understood and tailored to meet the needs of the audience. • Ability to monitor the effects of decisions, taking account of risks and being prepared to take ownership of actions, and modify own and others work practices where necessary. • Commitment to continually seek and implement improvements and helping others to cope with change. • Must be able to demonstrate leadership skills.
F	PERSONAL CIRCUMSTANCES <ul style="list-style-type: none"> • Ability to contribute to team plans and objective setting, initiating ideas for managing their own and others workloads. • Demonstrable experience of planning ahead and having the ability to respond positively to change.
G	EQUAL OPPORTUNITIES <ul style="list-style-type: none"> • Commitment to equality and diversity, seeking to remove barriers that may prevent people accessing services.





School Aims

- To know each individual child/pupil as thoroughly as we can, including any circumstances which might affect their well-being, behaviour and performance at any moment in time. This includes taking a long-term view of each child, visualising the best possibilities for each, and knowing when they are ready to take the next (challenging) step.
- To maintain high but realistic expectations for each pupil, enabling the development of independence.
- To ensure we always see, first and foremost, the child not the disability and to ensure that education (and not care) remains paramount. This will include identifying what motivates each child, and use the knowledge to encourage them to “have a go”, “fail safely” and learn from their mistakes.
- To ensure that pupils feel safe, secure and comfortable to enable them to focus on learning, ensuring staff have clarity and act on policies and procedures.
- To give great emphasis to the celebration and communication of pupil achievements thus enabling a positive impact on pupils, parents and the local community.
- To have and realise a bespoke vision for each and every pupil and each and *every* member of staff.
- To do everything we can to ensure that people in the local community see our school and pupils in a positive and informed light in order to close the gap between the community’s perceptions of the school and its pupils and what they are really like.

- To enable our pupils to develop into good citizens and to participate actively in their local communities finding ways to encourage those in the wider community to notice what they have in common with the pupils as much as what makes them different.
- To offer opportunities and experiences for pupils to learn in a multitude of different ways and through a rich, varied and individualised curriculum.
- To give pupils an equal voice in and ownership of their education so that they are able to express opinions, choices and preferences, promoting their independence, confidence and self-efficacy.
- To use individuals' interests, skills and experiences to enhance the education of pupils and staff.
- To ensure that leadership is in the hands of as many staff as possible; to have high expectations of all staff and enable career progression.
- To learn and share information to the benefit of our pupils through mutually supportive relationships with parents, visiting specialists and outside agencies.
- Through self evaluation methodologies, and responding to external evaluations, seek to know our school better to inform focussed school improvement, and so that others can know us better.
- To function and be recognised as an authentically exemplary school in its field, sharing our practice with others to the benefit of pupils locally, nationally and internationally.





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Cliffe Road
Strood
Kent
ME2 3DL

Secondary School & Further Education
Rede Court Road
Strood
Kent
ME2 3SP

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Website: www.abbeycourt.medway.sch.uk

E-mail: office@abbeycourt.medway.sch.uk



**“I am incredibly
overwhelmed with
the amount of
training offered at
Abbey Court School.”**

**“Team work,
training and
quality of resources
are strengths.”**

**“The moment I
stepped inside the
school, the
atmosphere was
positive.”**

Staff Survey

