



JOB DESCRIPTION	
Post Title	Horticulture Instructor
Status	Permanent Part-time (3 days a week)
Reports to	Martina Babinova - Assistant Headteacher – Post-16 & Vocational Curriculum Lead Nicola Henry – Class Teacher and Work Related Learning Link
Pay scale	GLPC Scale 12 – 17
Start time	September 2026

“It takes a village to raise a child”.

1. PURPOSE OF JOB

To plan and deliver a high-quality, inclusive outdoor and indoor curriculum incorporating horticulture across the school, Forest School, and environmental learning. This role will focus on developing pupils’ confidence, independence, wellbeing, and vocational skills, particularly in post-16, while supporting EHCP outcomes and preparation for adulthood.

2. PRINCIPAL ACCOUNTABILITIES AND RESPONSIBILITIES

Teaching and Learning Support

- Deliver practical, differentiated outdoor and indoor learning sessions tailored to the needs of learners with a wide range of SEND.
- Provide pupils with the opportunity to develop vocational horticulture skills, including planting, growing, harvesting, garden maintenance, and tool use.
- Lead structured Forest School activities that promote resilience, social communication, sensory regulation, and emotional wellbeing.
- Embed opportunities for personal development, teamwork, independence, and responsibility in all sessions.
- Promote cross-curricular links and links to accreditation (e.g. science, literacy, PSHE, environmental awareness, OCR).

Curriculum and Planning

- Design and implement an engaging horticulture and forest school curriculum aligned to EHCP outcomes and Preparation for Adulthood goals.
- Support pupils to achieve accredited outcomes (e.g. OCR, DoE, ASDAN Land-Based Studies, AQA Unit Awards).
- Integrate functional skills (Maths, English) into practical learning where appropriate
- Develop clear schemes of work, assessment strategies and individual progress tracking systems.



Post-16 Focused Responsibilities

- Plan and deliver age-appropriate, functional food technology lessons that prepare learners for independent or supported living, employment, and healthy adulthood, with support from line manager and class teacher.
- Support Preparation for Adulthood (PfA) outcomes in every aspect of teaching, including independent cooking, budgeting, health, and home management working alongside class teacher.
- Deliver or support vocational qualifications with class teacher and line manager.
- Support enterprise-based learning and school event opportunities (e.g. running a café, preparing simple food for school celebrations or making food products for sale) to develop pupils' vocational, teamwork, and money-handling skills.
- Liaise with Post-16 staff, job coaches, and external agencies to support transition pathways and life beyond school.

Environment, Resources and Health & Safety

- Manage the school's outdoor learning areas including gardens, greenhouse, garden storage areas and Forest School spaces.
- Ensure tools and equipment are maintained, safe, and age/stage appropriate.
- Complete and review risk assessments and adhere to health and safety and Forest School best practices.
- Support sustainable practices and promote environmental responsibility.

Pupil Wellbeing and Inclusion

- Use outdoor learning to support emotional regulation, mental health, and sensory needs.
- Plan for and respond to individual communication, mobility, and behaviour support needs.
- Use visual supports, task breakdowns, and routines to ensure all pupils can engage meaningfully.

Wider School Contribution

Contribute to school enterprise projects (e.g. plant sales, outdoor markets, food for cafe e.g. spring vegetables).

- Work collaboratively with therapists, teaching staff, and families to ensure joined-up support.
- Participate in school events, reviews, training, and INSET days.
- Comply with, and assist with the development of, policies and procedures, and report all concerns to an appropriate person, in respect of:
 - child protection,
 - health, safety and security,
 - confidentiality, and
 - data protection.

Contribute to the school's commitment to equality of access to opportunities to learn and develop for all pupils.



PERSON SPECIFICATION

Essential Criteria

- Relevant qualification
- Experience in outdoor education, horticulture, or Forest School delivery.
- Enthusiasm for inclusive education and pupil wellbeing
- Ability to plan and deliver safe, engaging practical sessions
- Strong understanding of SEND and therapeutic approaches
- Creative, practical and flexible mindset
- Commitment to promoting independence and Preparing for adulthood goals
- Excellent teamwork and communication skills

Desirable Criteria

- Experience teaching SEND learners, particularly in Post-16
- Level 3 Forest School Leader qualification
- OCR/ASDAN / AQA Unit Awards delivery experience
- Background in youth work, mental health, or nature therapy
- Qualification in horticulture, land-based studies, or outdoor learning
- First Aid / Outdoor First Aid certification
- Experience maintaining outdoor spaces, gardens or small allotments