

Bridgwater and Taunton College Trust

Horticultural Teaching Assistant.



**Horticultural Teaching Assistant.
Grade: BTC Band 03, Scale 3-4.**

The success of the Bridgwater and Taunton College Trust is underpinned by two fundamental beliefs:

Students Come First

First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

We Are Team Players

Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

We are ambitious, collaborative and inclusive. We believe that every role contributes to our students achieving their full potential and that all individuals are entitled to learn and should be encouraged to do so.

Core Purpose

The primary purpose of the Horticulture Teaching Assistant is to support the delivery of practical horticultural education at Brymore Academy. Working alongside teaching staff, the post holder will assist students in developing horticultural knowledge, practical skills, confidence, independence and safe working practices within a unique land-based learning environment.

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The role includes supporting practical lessons, maintaining horticultural facilities and resources, assisting with greenhouse operations and undertaking garden maintenance duties to ensure the Academy's horticultural areas remain safe, attractive and productive throughout the year.

The post holder will promote positive student engagement, model professional horticultural practice and contribute to the wider ethos and values of Brymore Academy and Bridgwater and Taunton College Trust.

Main Responsibilities

The responsibilities of this role may vary as a result of new legislation, changes in technology, organisational requirements or policy changes. This job description is not exhaustive.

1. Support the delivery of practical horticulture lessons and learning activities.
 2. Assist students in developing horticultural knowledge, practical skills, confidence and independence.
 3. Work closely with teaching staff to provide engaging, safe and effective horticultural learning experiences.
 4. Prepare, maintain and store horticultural tools, equipment, materials and resources required for lessons and practical activities.
 5. Support students while working within gardens, growing areas, propagation facilities and greenhouse environments.
 6. Demonstrate good horticultural practice and promote safe working procedures at all times.
 7. Assist in the preparation, cultivation and maintenance of planting areas, beds, borders and growing spaces.
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1. Support propagation, planting, watering, feeding, pruning and general plant care activities.
 2. Assist in maintaining greenhouse environments and ensuring associated systems and equipment are used safely.
 3. Monitor student participation and provide feedback to teaching staff on progress, engagement and achievement.

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4. Promote positive behaviour and encourage students to take responsibility for their actions and learning.
 5. Undertake routine garden maintenance duties after the school day between 3.45pm and 5.00pm as directed.
 6. Carry out weeding, watering, mowing, pruning, cultivation and seasonal maintenance activities as required.
 7. Assist in the development and upkeep of Academy gardens and horticultural areas.
 8. Ensure horticultural facilities remain safe, tidy, attractive and productive throughout the year.
 9. Participate in relevant training and professional development activities, including horticulture-related and mandatory Trust training.
 1. Comply with all policies and procedures relating to safeguarding, health and safety, confidentiality, data protection and equal opportunities.
 1. Contribute positively to the ethos, vision and values of Brymore Academy and Bridgwater and Taunton College Trust.
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Other Duties

- Attend mandatory training including Safeguarding, Prevent, Health and Safety and Equality, Diversity and Inclusion.
 - Promote equality, diversity and inclusion for all students, colleagues and stakeholders.
 - Take reasonable care for the health and safety of yourself and others.
 - Support the safeguarding and wellbeing of children and young people.
 - Work collaboratively as a member of the Academy and Trust team.
 - Undertake any other duties commensurate with the grade and nature of the role.
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Person Specification

Safeguarding

Essential

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- Commitment to safeguarding and promoting the welfare of children and young people.
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Qualifications and Experience

Essential

- Good standard of literacy and numeracy.
- Experience of horticulture, gardening, grounds maintenance or similar practical land-based activities.
- Experience of working effectively as part of a team.
- Willingness to undertake training relevant to the role.

Desirable

- Relevant horticultural qualification (RHS, City & Guilds, NVQ or equivalent).
 - Experience working with young people in an educational, community or training environment.
 - Experience of greenhouse operations or plant propagation.
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Knowledge and Skills

Essential

- Genuine interest in horticulture, gardening or land-based education.
- Good practical horticultural skills.
- Ability to communicate effectively with young people and adults.
- Ability to work independently and as part of a team.
- Positive, flexible and proactive approach.
- Good organisational skills and ability to prioritise workloads.
- Commitment to maintaining high standards of health and safety.

Desirable

- Knowledge of greenhouse management and plant husbandry.
- First Aid qualification.

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- Manual handling training.
 - Experience maintaining gardens or horticultural facilities.
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Personal Attributes

Essential

- Enthusiastic and approachable.
- Reliable and conscientious.
- Able to act as a positive role model for students.
- Commitment to equality, diversity and inclusion.
- Excellent attendance and punctuality record.

Desirable

- Interest in supporting extracurricular or enrichment activities.
- Enthusiasm for outdoor learning and practical education.