



BATH CITY FARM

Job title:	Alternative Provision Programme Lead
Hours of work:	30 hours /week (Tuesday to Friday 9am to 5pm)
Pay band:	D24 £24,392 for 30 hours/week (FTE £30,490)
Contract type:	Permanent after successful completion of probation
Responsible to:	Programme Manager (Children, Young People & Families)
Responsible for:	Line management of Alternative Provision delivery staff

This post is subject to an enhanced DBS and child barred list check

About us:

Situated on a beautiful 37-acre site, Bath City Farm is a charitable organisation, providing education, training and therapeutic activities to disadvantaged people in the local community, as well as a free-to-access visitor attraction for families and children.

From the beginning our Vision has been to build a healthy community rooted in nature, food, farming and each other. As a welcoming urban farm, we use our unique setting and targeted projects to educate, improve wellbeing and transform lives. Our goals are to enable the development of skills and confidence, improve mental, physical and social wellbeing, and inspire environmental awareness. We aim to increase community engagement, offer a rewarding visitor experience, and educate people on farming, animal welfare and food production.

All staff are expected to carry out their roles in line with the Farm's core values:

- **Diversity is strength:** We work to remove barriers to encourage participation and promote fairness and equitable opportunities for all. We foster a culture of respect and dignity.
- **Power in community:** Each person has unique gifts and perspective to share. Nurturing and valuing these strengths collectively gives us power to make positive changes in our communities.
- **We are nature:** We are a part of nature and nature is us. We therefore aim to create conditions for biodiversity and natural ecosystems to thrive in all our activities and choices.
- **Open and participatory:** We aim to communicate openly and create meaningful opportunities for communities to contribute to the direction of the Farm.
- **Free or affordable:** The Farm site will always be free at the point of access for people to explore and enjoy. We endeavour to provide all our activities free or fairly priced.
- **Working with care:** We approach our work with care, to create quality solutions and minimise harm to people and the environment.

Overall purpose of job:

To lead and further develop Wild Acres, the Alternative Provision programme at Bath City Farm. This requires strategic oversight and practical delivery. Working in partnerships with local schools, this role plans, delivers and evaluates courses designed to improve the wellbeing of young people with additional needs, with the aim of increasing their ability to access mainstream education.

The programme engages young people in a wide variety of indoor and outdoor nature-based learning activities across our diverse site, incorporating aspects of the National Curriculum along with strategies to support young people with needs. This may include animal care, bush craft, gardening, along with conservation tasks.

Main duties and responsibilities:

With support from the Programme Manager (Children, Young People & Families) you will lead the Alternative Provision Programme:

- Working with schools across the Bath and Northeast Somerset area (B&NES), coordinating pupil registrations, case studies and reporting and the promotion and recruitment into the programme
- Delivering a range of activities for young people coming to Bath City Farm from local primary and secondary schools.
- Overseeing the delivery of the AQA Award Unit Scheme within Wild Acres, as well as delivery and oversight of City & Guilds for a small number of pupils.
- Manage the Wild Acres staff team (currently two other staff)
- Ensure up to date records of young people are kept in accordance with data protection regulations.
- Ensure effective communication with schools and the parents and carers of pupils involved in Farm projects and activities.
- Follow BCF Safeguarding procedures to ensure a high standard of care for all young people attending the programme.
- In coordination with other staff, monitor and evaluate the programme impact for stakeholders such as Trustees, schools, or the council and for improving the Farm's practices.

Leadership and Management responsibilities

- Leading the Alternative Provision programme, you will ensure the service is consistently delivered to a high standard.
- Line management of Alternative Provision staff and the delivery timetable
- Alongside the Safeguarding Leads and Safeguarding Sub-Committee, act as a Deputy Designated Safeguarding Lead for the Farm.

Communications and relationships responsibilities

- Build strong trusted relationships with children and young people, enabling them to feel fully supported and listened to. You will also ensure healthy boundaries are maintained within the groups of students.

- Develop relationships with a wide range of schools to promote the exciting opportunities available at the Farm and build the Farm's reputation for this work
- Work collaboratively and communicate well with the rest of the staff team to ensure the smooth running of the Farm.

Fundraising, income generation and Finance responsibilities

- Ensure that all spaces in the programme are filled, covering full programme costs and overheads.
- Retain schools' involvement and recruit new schools across the Bath and North East Somerset area and beyond.
- To work with the CYP Programme Manager to have a working understanding of the Wild Acres budget.

Problem solving and autonomy

- Identify opportunities and areas of the Farm site for young people to be involved with creating their own spaces.
- Support the development of the Farm site to enable young people participating in the Alternative Provision Programme to access a range of activities, for example gardening or bush craft areas.

Other key job elements or requirements to note

- This role requires the post holder to work outside. Ability to perform tasks of a physical nature, including manual handling etc and to work outdoors in a variety of weather conditions (heat, humidity, rain, cold) is required.
- Work in accordance with our safeguarding policies
- Pro-actively work with staff to contribute to the Farm's vision
- Work within agreed policies and procedures, helping to ensure high standards of practice on the Farm.
- Ensure activities meet with the Farm's legal requirements for health and safety, including planning and undertaking risk assessments.

Person specification

Experience	
Essential	Desirable
• Qualified Teacher Status • Demonstrable experience of working with young people in an outdoor setting to deliver nature-based activities. • Experience and confidence to work with animals i.e. livestock. • Experience directly working with children and young people with additional needs, for example those on an Education, Health and Care Plan. • Demonstrable experience and knowledge of safeguarding processes and ability to work	• Experience working across or liaising with multiple schools/settings. • Experience of managing staff. • Experience working in providing alternative education for pupils. • Experience teaching City and Guilds Land based studies in animal care or similar.

within multi-agency child protection procedures. • Experience of monitoring and evaluation of learning. • Experience of providing support for children of a range of ages.	
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Competence, Knowledge and Skills

Essential	Desirable
• Good knowledge and understanding of schools and the national curriculum. • Ability to organise creative and fun, yet structured and meaningful activities for pupils to suit all abilities. • Knowledge of statutory and voluntary youth services, third sector organisations, community services and referral pathways. • Working knowledge of Data Protection and Health and Safety • Excellent written and verbal communication skills. • Excellent IT skills in a range of different applications.	• Established relationships with local schools. • An understanding of Educational Health & Care Plans and EOTAS.

Personal Qualities:

Essential
• Ability to communicate diplomatically and build trust and respect with a wide range of children and adults. • Creative, innovative and passionate about supporting children to realise their potential. • The ability to maintain a professional attitude and boundaries in working with pupils, stakeholders and staff team. • Self-motivated, able to work unsupervised, to take initiative and meet deadlines. • Resilience and adaptability to a changing working environment, and the ability to work confidently and flexibly through periods of development. • An ability to work as part of a team. • Organised with good time management. • A non-judgmental attitude. • Commitment to the values and vision of the Farm.