

Job Description

Horticulture Tutor

Job Title: Horticulture Tutor

Location: 3 Dimensions School (Hummingbird Site)

Reports to: Curriculum Lead / Headteacher

Salary: Dependent on qualifications and experience

Hours: Full-time (term time only)

Contract Type: Permanent

Job Purpose

The Horticulture Tutor will lead and deliver engaging, practical horticulture lessons for secondary and post-16 students with Special Educational Needs and Disabilities (SEND), including autism, ADHD, SEMH needs, learning difficulties and associated communication differences.

The post holder will be responsible for planning and delivering a progressive horticulture curriculum that develops students' practical skills, employability, independence, confidence and wellbeing. This will include the delivery and assessment of accredited qualifications at appropriate levels, alongside personalised learning programmes tailored to individual students' abilities and aspirations.

The role combines education, vocational training, and therapeutic engagement, using horticulture as a vehicle to promote personal growth, emotional regulation, teamwork and preparation for adulthood.

Key Responsibilities

Teaching and Learning

- Plan, prepare and deliver high-quality horticulture lessons that are engaging, accessible and meaningful for students with SEND.
- Deliver practical horticulture activities including:
 - Plant cultivation
 - Vegetable and fruit growing
 - Garden maintenance
 - Propagation techniques
 - Seasonal planting
 - Grounds maintenance

- Sustainable gardening practices
- Differentiate teaching to meet a wide range of learning needs, communication styles and abilities.
- Create a positive and inclusive learning environment where students feel safe, valued and successful.
- Promote independence, resilience, teamwork and problem-solving through practical activities.
- Support students to develop vocational, employability and life skills.
- Contribute to students' EHCP outcomes and Preparation for Adulthood targets.

Qualifications and Assessment

- Deliver and assess recognised horticulture and land-based qualifications at appropriate levels (e.g. ASDAN, AQA Unit Awards, NCFE, City & Guilds or equivalent vocational qualifications).
- Develop schemes of work and assessment materials aligned to qualification requirements.
- Maintain accurate student records, evidence portfolios and assessment documentation.
- Monitor student progress and provide regular feedback to students, staff and parents/carers.
- Contribute to annual reviews and educational reports as required.

Student Support and Wellbeing

- Build positive, trusting relationships with students.
- Use trauma-informed and neurodiversity-affirming approaches in all interactions.
- Support students in developing emotional regulation, confidence and self-esteem.
- Work collaboratively with teaching staff, therapists and pastoral teams to meet individual student needs.
- Promote positive behaviour and engagement through relational practice and consistent support strategies.

Environment and Resource Management

- Develop and maintain the school's horticulture and growing areas to provide effective learning environments.
- Ensure tools, equipment and materials are maintained and stored safely.
- Promote safe working practices and ensure compliance with health and safety requirements.
- Carry out risk assessments for horticultural activities and practical learning environments.

- Support the development of sustainable and environmentally responsible practices across the school.

Safeguarding and Compliance

- Maintain the highest standards of safeguarding and promote the welfare of all children and young people.
- Follow school safeguarding procedures and report concerns promptly.
- Adhere to all school policies, including Health and Safety, Behaviour, Equality and SEND policies.
- Participate in mandatory training and professional development.

Wider School Contribution

- Contribute to school events, open days and community projects.
- Develop links with local employers, community groups and environmental organisations where appropriate.
- Support opportunities for students to engage in enterprise, work experience and community-based horticultural activities.
- Participate fully in team meetings, supervision, annual reviews and professional development opportunities.

Person Specification

Essential

Qualifications

- Relevant qualification in Horticulture, Land-Based Studies or a related subject.
- GCSE English and Maths (Grade C/4 or above) or equivalent.
- A recognised teaching, training or assessor qualification, or willingness to work towards one.

Knowledge and Experience

- Experience working within horticulture, gardening or land-based industries.
- Experience teaching, training or supporting young people.
- Understanding of vocational qualifications and assessment processes.

- Knowledge of health and safety requirements within horticultural environments.
- Understanding of SEND and strategies to support diverse learners.

Skills and Personal Qualities

- Excellent communication and interpersonal skills.
- Ability to motivate and engage young people with a range of additional needs.
- Strong organisational and planning skills.
- Ability to work independently and as part of a multidisciplinary team.
- Creative, patient and adaptable approach to teaching and learning.
- Commitment to inclusive education and positive outcomes for young people.

Desirable

- Level 3 or above qualification in Horticulture.
- Teaching qualification (PGCE, Cert Ed, DTLLS or equivalent).
- Assessor qualification.
- Experience working in a specialist or SEND environment.
- Knowledge of autism, ADHD, PDA, SEMH and trauma-informed practice.
- Experience delivering ASDAN, AQA Unit Awards, City & Guilds, NCFE or similar qualifications.
- Experience supporting Preparation for Adulthood pathways and employability programmes.

Safeguarding Statement

3 Dimensions School is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. This post is subject to enhanced DBS clearance, satisfactory references and all safer recruitment checks in line with Keeping Children Safe in Education.

Why Join 3 Dimensions School?

At 3 Dimensions School, we believe that learning happens best when students feel safe, understood and empowered. Our horticulture provision offers an exciting opportunity to provide meaningful, hands-on learning that develops confidence, independence and real-world skills, helping students prepare for successful futures beyond school.