

HEATHERMOUNT
SCHOOL

ESSENTIAL				DESIRABLE			
Essential	How Identified	Met Yes No		Desirable	How Identified	Met Yes No	
QUALIFICATIONS							
A relevant qualification, training or demonstrable professional competence in Forest School, horticulture, outdoor learning, land-based studies or a related area.	Application form / Certificates / Interview			Qualified Teacher Status (QTS) or other recognised teaching qualification.	Application form / Certificates		
				Recognised Forest School qualification, e.g. Level 3 Forest School Leader or equivalent.	Application form / Certificates		
				Relevant horticultural, environmental, conservation or land-based qualification.	Application form / Certificates		
				Relevant outdoor First Aid qualification.	Application form / Certificates		
EXPERIENCE							

Experience of working with children and/or young people in an educational, horticultural, Forest School, outdoor learning or similar environment.	Application form / Interview			Experience of working with autistic children and young people and/or pupils with SEND.	Application form / Certificates		
Experience of planning and delivering engaging, practical learning activities appropriate to the age and needs of learners.	Application form / Interview			Experience of teaching or delivering learning across more than one Key Stage.	Application form / Certificates		
Practical experience and knowledge of horticulture, Forest School, outdoor learning or land-based activities sufficient to confidently deliver learning to pupils.	Application form / Interview / Practical task			Experience of developing a progressive Forest School, horticulture or outdoor learning curriculum.	Application form / Certificates		
Experience of adapting activities or instruction to meet differing abilities, needs and starting points.	Application form / Interview			Experience of delivering vocational qualifications, accreditation or recognised awards relating to horticulture, outdoor learning or land-based studies.	Application form / Certificates		
Experience of maintaining safe working practices when undertaking practical or outdoor activities.	Application form / Interview			Experience of working with external organisations, employers, community groups or land-based providers.	Application form / Certificates		
TRAINING							
Willingness to undertake in-house and external training and to develop professionally within Heathermount.	Interview			Training relating to autism and specialist teaching approaches.	Application form / Certificates / Interview		
Willingness to undertake relevant Forest School, horticultural, outdoor learning and safety training where required.	Interview			Training in the safe use and maintenance of relevant tools and equipment.	Application form / Certificates / Interview		
Commitment to completing all required safeguarding, health and safety and school compliance training.	Interview			Relevant training in risk assessment and the management of outdoor learning environments.	Application form / Certificates / Interview		

ESSENTIAL				DESIRABLE			
Essential	How Identified	Met Yes No		Desirable	How Identified	Met Yes No	
PERSONAL SKILLS							
Ability to use own initiative and work independently while contributing effectively as part of a wider school team.	Application form / Interview			Knowledge of vocational or accredited pathways in horticulture, environmental or land-based learning appropriate to KS4 pupils.	Application form / Interview		
Ability to engage, motivate and build positive relationships with children and young people.	Application form / Interview			Knowledge and understanding of autism, including sensory processing, communication differences and approaches to supporting regulation and engagement.	Application form / Interview		
Ability to be flexible and adaptable in approach, including responding appropriately to pupils' individual needs, weather conditions and the practical demands of outdoor learning.	Application form / Interview						
Excellent interpersonal skills and the ability to establish positive working relationships with pupils, colleagues, parents/carers and external partners.	Application form / Interview						
Effective oral and written communication skills.	Application form / Interview						
Good organisational skills, including the ability to plan lessons and activities, manage resources and maintain appropriate records.	Application form / Interview						
Ability to work collaboratively with teachers, teaching assistants, therapists and other professionals to support pupils' learning and EHCP outcomes.	Application form / Interview						

Ability and willingness to work outdoors throughout the year and undertake the practical requirements associated with Forest School and horticultural provision.	Application form / Interview						
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