



POSITION: Animal Care Teacher

ABOUT US

East Hall School is a unique and growing specialist SEMH school based in rural Hertfordshire, with a strong emphasis on the outdoors, relationships, connection and preparation for life beyond school.

As we develop across multiple sites, our priority is to ensure that every part of East Hall School remains rooted in the same shared ethos: creating safe, nurturing and ambitious environments where young people can reconnect with education, build confidence in themselves and others, and develop the skills they need to participate successfully in the world around them.

We are committed to providing an outstanding educational experience alongside highly individualised social and emotional support. Our curriculum is carefully planned, ambitious and responsive to the needs, interests and aspirations of each student. We recognise that academic progress is most meaningful when young people feel safe, understood and ready to learn.

Our approach is relational and child-centred. Emotional wellbeing sits at the heart of East Hall School, and we place great importance on connection — with trusted adults, peers, animals, the natural environment and, importantly, with oneself. We believe that strong relationships create the foundation from which learning, independence and personal growth can develop.

The majority of our students have an Education, Health and Care Plan (EHCP), and many have experienced significant barriers to education, including trauma, disrupted placements and periods of disengagement from school. We understand that successful education for these young people requires more than simply returning them to a classroom.

As East Hall School continues to grow, we remain committed to retaining the individualised, relational approach on which the school was founded. Our multi-site model enables us to broaden the range of opportunities available to students while maintaining the sense of community, consistency and connection that defines East Hall School.

Our aim is not simply for students to succeed at school, but to leave East Hall with the confidence, qualifications, relationships and practical skills they need to build fulfilling and successful lives.



BASIC INFORMATION

JOB TITLE	Animal Care Teacher	DEPARTMENT	Whole School
SUPERVISOR	Headteacher		

Overview of Role:

The Animal Care Teacher will deliver high-quality, practical and ambitious Animal Care provision across **City & Guilds Levels 2 and 3**.

The role will combine classroom-based teaching with practical animal care, enabling students to develop the knowledge, skills and behaviours required for further education, employment and careers within the animal care sector.

The postholder will work with students with SEMH and SEND, using the school's relational and highly individualised approach to support engagement, confidence and progression.

The role will also contribute to East Hall School's wider ethos, where connection with animals, the outdoors and practical learning form an important part of students' personal and educational development.

KEY RESPONSIBILITIES:

Teaching and Learning

- Plan and deliver high-quality Animal Care lessons across Levels 2–3.
- Deliver both theoretical and practical elements of the qualification.
- Adapt teaching to meet individual SEMH, SEND and learning needs.
- Maintain high expectations for participation, progress and achievement.
- Use practical and experiential approaches to make learning meaningful and engaging.
- Develop students' confidence, independence and employability skills.
- Support students to progress appropriately between qualification levels.

City & Guilds Animal Care

- Deliver the required City & Guilds Animal Care curriculum at Levels 2 and 3.
- Ensure teaching reflects current qualification specifications and assessment requirements.
- Plan appropriate schemes of work and learning sequences.
- Maintain accurate records of student progress.
- Ensure students complete required units and evidence.
- Work closely with the Exams Officer and curriculum leadership regarding registrations, entries and certification.
- Support internal and external quality assurance.
- Maintain portfolios and evidence to the required standard.
- Respond to actions arising from quality-assurance visits.

Practical Animal Care

- Deliver practical animal-care sessions safely and effectively.
- Develop students' skills in handling, feeding, husbandry and general animal welfare.
- Teach students to recognise signs of health, illness and wellbeing.
- Develop safe working practices around animals.
- Support students to understand hygiene, biosecurity and infection control.
- Develop practical routines appropriate to the animals and provision available at the school.
- Promote high standards of animal welfare at all times.

Animal Welfare

- Ensure that animal welfare remains central to all teaching and practical activities.
- Model appropriate care, handling and respect for animals.
- Ensure students understand their responsibilities when working with animals.
- Report concerns relating to animal health or welfare promptly.
- Work with relevant staff to maintain appropriate routines for feeding, cleaning, housing and enrichment.
- Ensure that practical activities are suitable for both the animals and the students involved.

Curriculum Planning

- Produce and maintain clear curriculum plans across Levels 2–3.
- Ensure appropriate progression in knowledge and practical skills.
- Plan learning around individual starting points and qualification pathways.
- Link learning to real employment opportunities within the animal care sector.
- Contribute to development and review of the wider vocational curriculum.
- Identify opportunities for enrichment, work experience and industry engagement.

Assessment and Progress

- Assess students regularly and accurately.
- Maintain appropriate assessment records and qualification evidence.
- Use assessment to identify strengths, gaps and next steps.
- Provide timely and constructive feedback.
- Contribute to Pupil Progress Meetings.
- Maintain accurate assessment information within Arbor where required.
- Monitor qualification completion and intervene where students are falling behind.

Employability and Preparation for Adulthood

- Develop students' understanding of careers within animal care and related industries.
- Promote professional behaviours including reliability, responsibility and teamwork.
- Develop communication and customer-service skills where appropriate.
- Support students to understand workplace expectations.
- Help students identify further education, training and employment pathways.
- Work with the Careers and Next Steps Lead to support progression.

- Contribute to work-experience opportunities where appropriate.

Health and Safety

- Maintain high standards of health and safety in all practical and classroom activities.
- Complete and follow relevant risk assessments.
- Ensure equipment is used safely and appropriately.
- Maintain safe storage of resources and equipment.
- Ensure students understand safe working practices.
- Report hazards, accidents and concerns promptly.
- Work with school leaders to ensure practical environments remain compliant and appropriate.

Individualised Support

- Understand students' EHCP outcomes, individual needs and barriers to learning.
- Adapt teaching, practical activities and assessment accordingly.
- Work closely with the SENCo and pastoral staff.
- Support students who may experience anxiety, sensory needs or low confidence.
- Promote independence while providing appropriate support.
- Ensure reasonable adjustments are implemented where required.

Behaviour and Pastoral Support

- Build positive and consistent relationships with students.
- Follow the school's relational and restorative approach.
- Maintain clear and appropriate expectations.
- Use practical animal-care activities to support confidence, regulation and engagement.
- Support students to manage frustration and develop resilience.
- Communicate pastoral or safeguarding concerns promptly.

Reports and Parent Communication

- Produce accurate and meaningful student reports.
- Contribute to parent consultation meetings.
- Communicate clearly regarding progress, strengths and next steps.
- Provide information relating to qualification progress where appropriate.
- Work collaboratively with families to support engagement and achievement.

Safeguarding

- Maintain a strong commitment to safeguarding and student welfare.
- Remain alert to safeguarding concerns and report them immediately.
- Maintain appropriate professional boundaries.
- Understand the particular vulnerabilities of students with SEMH and SEND.
- Complete all required safeguarding training.

Professional Development

- Maintain current knowledge of animal care, welfare and industry practice.
- Maintain up-to-date knowledge of City & Guilds requirements.

- Participate in relevant CPD.
- Engage with internal and external quality assurance.
- Share effective practice with colleagues.
- Contribute to the development of vocational provision across East Hall School.

East Hall School is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to enhanced pre-employment clearance, including identity checks, criminal background checks, qualifications checks, social media checks and employment checks to include an exploration of any gaps in employment.