



CANDIDATE BRIEF

Teacher of Horticulture





WELCOME TO SIBFORD

Sibford School is a co-educational, independent day and boarding school for children aged 3-18.

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your teaching journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that educators, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your teaching potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. Whether you are joining us to teach

traditional academics, creative arts, technology, or horticulture, you'll have the opportunity to guide students on their unique journeys. In small, dedicated classes, you'll be the mentor, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Beyond the classroom, we invite you to contribute to a myriad of co-curricular activities. These experiences not only foster skill development in the students but also create strong connections based on shared interests, forming a deep sense of belonging within our community.

Sibford is more than just a school; it's a place where educators are partners in the growth and development of future leaders and citizens. If you're seeking a teaching environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

Rebecca Evans, Head





EMPLOYEE BENEFITS FOR TEACHERS

Salary	Sibford Teaching Scale Aims to mirror national teaching pay scales
Pension Employer's contribution	17.5%
Pension Employee's contribution	5% minimum
Group Life Assurance	4 x annual salary
Group Income Protection	50% of basic salary Payable for up to 3 years
Staff Fee Remission Discount on school fees	66.6% (part time pro rata)
Paid Holidays	18 weeks - Including bank holidays
Academic term	34 weeks term time
Sick Pay entitlement	1 month full & 1 month half pay per year of service – up to maximum of 6 months
Free School lunch	Provided on working days
Free car parking	Parking is on the school site
Free use of School Swimming pool for staff	Allocated times



THE ROLE - TEACHER OF HORTICULTURE

Reports to: Head of Food and DT

Key Contacts and Relationships:

Pupils; Form tutors for any pastoral support and advice; Grounds staff to agree watering and other tasks that they help with, particularly over the holidays; City and Guilds to organise the monitoring of the Horticulture course; the Examinations Officer.

Overall Purpose

To plan an interesting and stimulating KS3 schemes of work, which allows students to obtain the best possible results on the City and Guilds course at KS4 and KS5. To make full use of the Horticulture Department and garden to support the school in its aims.

Key Responsibilities

- To devise a stimulating and engaging scheme of work for the Junior School (as required), Key Stage 3, Key Stage 4 and 5.
- To teach the Horticulture course to City and Guilds Level 2
- With the support of the Head of Food and DT, organise and complete the Horticulture assessment and examinations administration.
- To plan the use of the garden for teaching purposes and ensure it is adequately maintained.
- To order materials for the garden as required.
- To complete an annual budget and to record expenditure.
- To offer enrichment activities outside of the curriculum.
- To organise the sale of surplus produce.
- To attend the annual summer celebration day.
- To attend appropriate parents evenings and INSET days as required.
- Any other duties as appropriate to the role, as deemed by the Head.

Key Performance Measures

- An interesting and stimulating scheme of work at KS3 and KS4, attracting good numbers.
- School garden area well maintained.
- Surplus produce suitably managed and sold.
- Skills and Competencies required in the role
- Experience teaching children
- Relevant Horticultural knowledge
- Good organisational skills and ability to meet deadlines
- City and Guilds Level 2 qualification

Rate of pay: Sibford Main Scale. Part time staff are paid pro rata according to the FTE

Closing date for applications: Wednesday 23rd April 2025 at midday.

Interview date: Wednesday 30th April 2025



PERSON SPECIFICATION

Requirements	Essential	Desirable
Educational attainment	Level 2 or higher Horticulture qualification	Qualified Teacher Status
	Knowledge of City and Guilds Practical Horticulture course	Horticulture degree
		MA in Education
Knowledge required	Proven experience of planning and delivering engaging Horticulture lessons.	
	Expert knowledge of the Horticulture sector with the ability to deliver this across Key stages	
Experience required	Proven experience of teaching Primary and Secondary school students, up to and including Key Stage 5	Experience of leading a Horticulture Department
Skills and aptitudes required	Ability to manage complex workload	
	Ability to manage a group of students in a Horticulture setting	
	Excellent interpersonal skills along with skill at building relationships	
	Strong literacy and ICT skills including use of school databases	
	Ability to inspire, motivate and engage pupils. Valuing and respecting the needs of all pupils	



PERSON SPECIFICATION

Requirements	Essential	Desirable
Interests	Commitment to continued professional development.	
Personal qualities required	Enthusiastic, creative and passionate about Horticulture and a passion for enhancing students	Enthusiastic and passionate about other subjects alongside Horticulture
	Confidentiality, Sense of humour, organisation, creativity, reliability	
Circumstances	Participate fully and actively in the boarding life of the school with associated duties and responsibilities.	Able to attend some meetings out of normal school hours
	To attend and actively contribute to meetings in line with the role	



THE APPLICATION PROCESS

Thank you for showing an interest in our school and the vacancy which we are currently advertising.

You can complete the application online via the school website here: [Work With Us | Sibford School](#).

If you have any questions or queries, please contact the HR department: hr@sibfordschool.co.uk or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Sibford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All offers of employment are subject to an enhanced DBS check.

We are unable to accept CVs due to Safer Recruitment Practices.

If you are successfully shortlisted, you will be invited for interview at the school.

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