**JOB SPECIFICATION**



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| **JOB TITLE** | **AREA OF WORK** | |
| Assistant Stable Yard Manager  Maternity Cover | Equine | |
| **SALARY** | **BENEFITS** | |
| £17,210 - £20,907 per annum  relating to qualifications and experience | Local Government Pension Scheme  26 days holiday rising to 31 days following 5 years’ service plus Bank Holidays | |
| **LINE MANAGER(S)** | **LINE MANAGER FOR** | |
| Stable Yard Manager.  Head of Equine | N/A | |
| **KEY TASKS AND RESPONSIBILITIES** | | |
| The training and management of students on all practical related activity including taught sessions, early morning and weekend practical  Teaching practical sessions as required up to and including Higher Education  Managing the well-being of all horses in College alongside the Stable Yard Manager  Management of resources alongside the Stable Yard Manager  Training College and College loan horses to meet given expectations  Recruitment of horses for College use  Sole responsibility of the yard and students  Out of hours on call for emergencies | | |
| **DUTIES** | | |
| Liaison with teaching staff on the progress of students  Effective development and implementation of health and safety procedures  The training and management of students during early morning, evening and weekend practical sessions  Teaching of practical riding and stable management to all students  Training of horses that are new or require rehabilitation to ensure that they are suitable for student use  Managing the well-being of all horses in College including co-ordinating the use of professionals, producing and implementing training/therapy plans, managing treatments and dealing with emergencies  Maintenance of all resources including surfaces and fencing, sourcing and purchasing new equipment, developing the portfolio of equipment in the department according to the teaching needs and ensuring all equipment is suitable for student use  Keeping meticulous records of horses, student performance, equipment, owners, veterinary/professional visits, all purchasing and daily activities  Clerical duties related to horse records and the recording of deliveries to the equine unit  Responsibility for the recruitment of horses for College use including sourcing horses and viewing them for suitability both inside and outside of the College premises  Sole responsibility for the Stable Yard and students whilst undertaking practical duties and subsequent liaison with teaching staff to report on the progress of all students  Out of hours on call for emergency situations and care liaison during evening, weekend and holiday periods in conjunction with the Stable Yard manager throughout the year  Promote College sustainability policies and strategies by personal commitment and lead by example. | | |
| You role model and promote the College values:   * **Learning -**Our delivery will be high quality and innovative with students at the heart of decision making. * **People -**We will enable staff and students to fulfil their potential whilst promoting resilience, leadership, accountability and teamwork. * **Sustainability -**We will provide a happy, healthy, safe, supportive and sustainable environment in which to live, work and study. * **FREDIE** - We will advance **FREDIE**:  Fairness, respect, equality, diversity, inclusion, engagement in all we do.   To promote Equality, Diversity and Inclusion at every opportunity. | | |
| Promote College sustainability policies and strategies by personal commitment and lead by example. | |
| Active involvement in carbon reduction, embedding of carbon reduction practices (lights off, heating down etc.) | |
| To be vigilant in relation to the College’s approach to Reduce, Reuse and Recycle ethos. | |
| Take an active role in all team activities to ensure full compliance with agreed safety, quality and environmental standards and expectations.  Participate in staff review and development in line with College needs. Agree objectives with the Line Manager and ensure they are achieved.  Maximise effective use of time and personal ability.  Be responsible for promoting and safeguarding the welfare of children, young people and vulnerable adults at all times in line with the College’s own Safeguarding Policy and practices. | |
| Work flexibly within own range of competence, undertaking the appropriate training and development to extend skills and abilities to meet the needs of the College. | |
| Be committed to working towards the implementation of equality of opportunity in both service delivery and employment. The College’s mission and strategic objectives directly support this aim. All employees are required to support this aim and its implementation pro-actively. | |
| Must be thoroughly aware of College Health and Safety policies and procedures and attend any mandatory health and safety training appropriate to their role and ensure that employees within their responsibility are also made aware of these policies and procedures and any mandatory training relevant to their role.  They must also seek to ensure appropriate implementation of such policies and procedures across all areas of their responsibility. | |
| Ensure all accidents and near misses are recorded and reported following College procedures. | |
| Adhere to the Data Protection Act 1998 and the General Data Protection Regulations 25 May 2018 and must be thoroughly aware of the College Data Protection Policy and Procedure and ensure that employees within his/her responsibility are also.  He/she must also seek to ensure appropriate implementation of such policies. | |
| Any other duties that may reasonably be required by Line Management and the Principal. | |

**Location of work**

You may be required to work at or from any building, location or premises of Myerscough College, and any other establishment where Myerscough College conducts its business.

**Variation to this Job Description**

This is a description of the job as it is at present, and is current at the date of issue.  The job description will be renewed and updated as necessary to ensure that appropriate revisions are incorporated, and that it relates to the job to be performed.  This process is conducted jointly with your Line Manager.  You are expected to participate fully in the review and, following discussion, to update your job description as is considered necessary or desirable.  It is our aim to reach agreement on reasonable changes.  However, if such agreement is not forthcoming, Management reserves the right to insist on changes after consultation with you.

**EMPLOYEE SPECIFICATION**

(PI) Post Interview

(A) Assessed via Application form ( I ) Assessed via Interview

(P) Assessed via Presentation in interview (T) Assessed via Test

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| **ESSENTIAL CRITERIA:** | **DESIRABLE CRITERIA:** |
| ***Personal Attributes*** | |
| Presentable and professional appearance (I)  Ability to work as part of a team (A/I)  Ability to work to quality standards (A/I)  Good command of the English language (A/I)  Appropriate level of physical and mental fitness (PI) |  |
| ***Attainments*** | |
| GCSE English and Maths at Grade C/4 or above (or an equivalent standard) (A/I)  BHS Stage 4 Riding or able to demonstrate riding to this level (A)  Level 3 Equine related qualification (A) | BHS Stage 4 Care (A)  BHS AI (A)  DVLA B&E Licence (A) |
| ***General Intelligence*** | |
| Able to work unsupervised (A/I)  Ability to empathise and work with young adults in an educational environment (A/I) |  |
| ***Special Aptitudes*** | |
| Good communicator (A/I)  Ability to ride/train a range of horses to elementary dressage/newcomers SJ with confidence (A/I) |  |
| ***Interests*** | |
| Equine based activities (A/I) | Empathy with education (A/I) |
| ***Disposition*** | |
| Excellent interpersonal skills (I)  Good communication skills (I)  Approachable (I)  Person centred approach (I) |  |
| ***General*** | |
| An understanding of “safeguarding” and its importance within the College \* (A/I)  An understanding of health and safety requirements of a working environment (A/I)  An understanding of Equality, Diversity and Inclusion issues within an educational context (A/I) |  |
| ***Circumstances*** | |
| Willing to apply for Disclosure & Barring Service clearance at Enhanced level (important – further information below).  (A/I)  Ability and willingness to work flexibly (I)  Possess a current driving licence or willing to travel as required by other means (A/I) |  |

\*Interviews will explore issues relating to safeguarding and promoting the welfare of children, including motivation to work with and ability to form and maintain appropriate relationships and personal boundaries with children and young people together with emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.

**TERMS AND CONDITIONS**

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| **JOB TITLE** | **AREA OF WORK** |
| Assistant Stable Yard Assistant  Maternity Cover | Equine |
| **SALARY** | HOURS OF WORK |
| £17,210 - £20,907 per annum relating to qualifications and experience | 39 hours per week |
| ANNUAL LEAVE ENTITLEMENT | PENSION |
| 26 days holiday pro rata rising to 31 days following 5 years’ service plus Bank Holidays | Local Government Pension Scheme  Up to £14,600 pa 5.5% Employee  £14,601 to £22,800 pa 5.8% Employee  £22,801 to £37,100 pa 6.5% Employee  £37,101 to £46,900 pa 6.8% Employee  £46,901 to £65,600 pa 8.5% Employee  £65,601 to £93,000 pa 9.9% Employee  £93,001 to £109,500 pa 10.5% Employee  £109,501 to £164,200 pa 11.4% Employee  £164,201 or more pa 12.5% Employee  14.2% Employer  You will automatically become a member of the LGPS |
| PROBATIONARY PERIOD | DRESS CODE |
| A probationary period of nine months applies to new entrants to the College | All post holders are expected to be of a professional and presentable appearance |
| REFERENCES / MEDICAL CLEARANCE / DISCLOSURE | |
| The appointment is subject to the receipt of satisfactory references, medical clearance and Disclosure & Barring Service check/ISA (if applicable).  Occupational Sick pay is not paid during the first four months of service and thereafter is subject to the College’s Sick Pay Scheme  Should your application be successful you will be sent further details via email from eSafeguarding. They are the Registered Umbrella Body we have chosen to complete the Disclosure and Barring Service (DBS) process on your behalf.  Please note that all new employees of the College will be required to pay for their DBS check via eSafeguarding at the time of application (at present £40.00 for an enhanced level check). | |
| **COLLEGE VALUES** | |
| * You role model and promote the College values: * **Learning -**Our delivery will be high quality and innovative with students at the heart of decision making. * **People -**We will enable staff and students to fulfil their potential whilst promoting resilience, leadership, accountability and teamwork. * **Sustainability -**We will provide a happy, healthy, safe, supportive and sustainable environment in which to live, work and study. * **FREDIE** - We will advance **FREDIE**:  Fairness, respect, equality, diversity, inclusion, engagement in all we do   ***Employees are expected to take responsibility for managing their own health, safety and wellbeing*.** | |

**DBS UPDATE SERVICE**

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| The Disclosure and Barring Service (DBS) update service lets applicants keep their DBS certificates up to date online and allows employers to check a certificate online. | |
| BENEFITS TO YOU | **HOW TO REGISTER** |
| * Saves you time and money * One DBS certificate may be all you will ever need * Take your DBS certificate from role to role within the same workforce * You are in control of your DBS certificate * Get ahead of the rest and apply for jobs DBS pre checked | You can [register online](https://secure.crbonline.gov.uk/crsc/subscriber) as soon as you have your application reference number. You can ask for the number when you apply for your DBS check.  Or you can wait and [register](https://secure.crbonline.gov.uk/crsc/subscriber) with your certificate number when you receive your DBS certificate. **If so, you must do so within 30 days of the certificate being issued.**  To check the progress of your DBS certificate use the [DBS tracking service.](https://secure.crbonline.gov.uk/enquiry/enquirySearch.do)  **Registration lasts for 1 year and costs £13 per year (payable by debit or credit card only).**  You’ll get an ID number with your registration that you need to log on to the service. Make sure you write it down. |
| WHAT YOU GET | |
| When you join, you’ll get an online account that lets you:   * Take your certificate from one job to the next * Give employers permission to check your certificate online, and see who has checked it * Add or remove a certificate | |