

Job Title: Animal Care Tutor

Location: Shrewsbury as main location, but working across RFI sites.

Salary: £18,835.20

Hours: 3 days per week (Term time only)

Contract Type: Fixed term

About Us

Reach for Inclusion is a company with an aim to support young people to develop the skills they need to reach their full potential. Be that in one of our learning centres, through our outreach service or through the training we offer, we are committed to providing a supportive and tailored education for students who need additional support outside of mainstream education.

Visit reachforinclusion.co.uk for further information.

Job Purpose

This role will take a creative and proactive lead in developing and delivering the Animal Care provision within Reach for Inclusion's post-16 environment. The post-holder will be responsible for ensuring the daily health, welfare, and enrichment of all animals under the organisation's care, promoting high standards of wellbeing and engagement for both animals and learners.

Key Responsibilities:**Animal Care:**

- To take daily responsibility for the health and welfare of the animals in your care, this includes: feeding, grooming, cleaning and health checks.

Course Management and Compliance.***1. Course management and Compliance***

- Plan, prepare, and deliver engaging lessons in animal care, welfare, and husbandry.
- Be able to deliver information and documents required to meet compliance, this should be kept up to date at all times.
- Teach both theory and practical skills across various levels (e.g. Entry Level to Level 2).
- Differentiate content to meet individual learning needs, including learners with SEN.
- Use a variety of teaching methods (e.g., practical demonstrations, group work, digital tools).

2. Curriculum Development

- Contribute to the design and development of the animal care curriculum.

- Ensure lessons align with awarding body requirements (e.g., ASDAN, NCFE).
- Keep teaching resources up to date with current animal welfare legislation and practices.

3. Practical Animal Handling & Welfare

- Supervise and instruct students in safe handling, grooming, and care routines for a variety of species.
- Oversee feeding, cleaning, health checks, and maintenance of animal housing areas.
- Ensure all activities comply with health and safety and animal welfare standards (e.g. Animal Welfare Act 2006).

4. Assessment & Progress Tracking

- Assess learners in meeting their learning goals including vocational and functional skills in line with the awarding body requirements.
- Set and mark assignments, practical assessments, and coursework.
- Record and monitor learner progress, attendance, and engagement.
- Provide constructive feedback to support learner development.
- Prepare learners for external assessments or exams where applicable.

5. Pastoral & Behaviour Support

- Support learners with behaviour, emotional regulation, or social needs—particularly in specialist or inclusive settings.
- Act as a positive role model, encouraging respect, responsibility, and empathy for animals.
- Liaise with staff or support teams to implement student support plans.

6. Industry Insight & Careers Guidance

- Promote careers in animal care, agriculture, veterinary services, and wildlife.
- Share real-world industry experience and keep up to date with sector changes.
- Support learners with employability skills, CVs, and preparation for work placements.

7. Health, Safety & Safeguarding

- Maintain a safe learning environment for both students and animals.
- Carry out risk assessments for practical activities and animal handling.
- Adhere to safeguarding policies and report concerns according to company procedures.

8. Record Keeping & Administration

- Maintain accurate registers, progress logs, and internal quality assurance documentation.
- Provide detailed and accurate information about each learner's progress.
- Contribute to quality reviews and audits by internal or external moderators.
- Attend staff meetings, training, and parent/carers consultations as required.

9. Enrichment & Extra-Curricular

- Organise educational visits, guest speakers, or workshops related to animal care.
- Support animal-related clubs or extracurricular projects (e.g. animal husbandry tasks, wildlife conservation).

10. Professional Development

- Engage in CPD (continuing professional development) to stay updated with industry and teaching best practices.
- Work collaboratively with colleagues to enhance teaching and learning provision
- Attend events and forge links with other provisions where appropriate.

This list of duties should not be regarded as exclusive or exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities to support the needs of the business.

Personal Specification:

The selection process may include assessments being made on the extent to which applicants meet the criteria listed in the table below:

	Essential	Desirable
Skills	<ul style="list-style-type: none">▪ Ability to work independently.▪ Well organised and disciplined.▪ Excellent communication skills.▪ High levels of attention to details.▪ Ability to lead a team and motivate others.	<ul style="list-style-type: none">▪ Project management

	<ul style="list-style-type: none"> ▪ Clean UK driving licence (especially for off-site activities or animal transport). 	
Experience	<ul style="list-style-type: none"> ▪ Experience working in a SEND, SEMH, or alternative provision environment. ▪ 2 years teaching experience. ▪ Animal care expertise; proven experience of working with domestic, farm or exotic animals ▪ Experience teaching or training learners in animal care (in education or industry-based settings). ▪ Experience in delivering practical sessions and supervising hands-on animal care tasks. ▪ Ability to plan and deliver differentiated lessons that meet individual needs, including learners with SEND. 	<ul style="list-style-type: none"> ▪ Familiarity with awarding bodies such as City & Guilds, BTEC, or NCFE. ▪ Knowledge of Positive Behaviour Support or trauma-informed practice.
Qualifications	<ul style="list-style-type: none"> ▪ Recognised teaching qualification (e.g. PGCE, Cert Ed, Level 5 Diploma in Education and Training or willingness to work towards). ▪ Level 3 or above qualification in Animal Care or related field (e.g. Animal Management, Veterinary Nursing). ▪ English and Maths at Level 2 (GCSE Grade C/4 or equivalent). ▪ Up-to-date knowledge of animal welfare legislation and best practice. 	<ul style="list-style-type: none"> ▪ Level 4 or above qualification in e.g. Animal Science, Zoology, or Veterinary Nursing. ▪ Assessor and/or Internal Quality Assurance qualification (e.g. A1, CAVA, IQA). ▪ First Aid ▪ Safeguarding Children
Personal Attributes	<ul style="list-style-type: none"> ▪ To be an inspiring teacher ▪ Enthusiastic with an ability to motivate learners. ▪ Willingness to challenge unsatisfactory performance of learners. ▪ Passionate champion of students with SEND. ▪ Passion for animals and inspiring young people to pursue careers in animal care. ▪ Calm, patient, and adaptable approach to working with 	<ul style="list-style-type: none"> ▪ Can embrace and deliver change. ▪ Is creative and can find solutions.

	<p>learners of varying needs and abilities.</p> <ul style="list-style-type: none"> ▪ Commitment to safeguarding and promoting the welfare of children and young people. 	
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Why join us?

- ☀ Opportunity to shape the future of an **innovative learning environment**.
- ☀ Be part of a **mission-driven team dedicated to student success**.
- ☀ Competitive salary, pension scheme, and professional development opportunities.