Brandon Live free
the learning disability charity

Animal Care Support Worker

Flexible working across 7 days per week

Farm Manager

Enhanced DBS

Level 2 Maths and English qualifications
Full clean driving license

Elm Tree Farm

Purpose:

Elm Tree Farm is a 35-acre care farm where autistic people and people with learning disabilities take part in meaningful farm work that supports skills, confidence and wellbeing.

The Support Worker will work alongside the Animal Husbandry Project Leader and a small group of people we support to carry out daily animal care, including feeding, mucking out and livestock checks. They'll also help plan and run safe, engaging activities.

The role includes working flexibly across other farm projects and joining the weekend, bank holiday and on-call rotas. Support Workers are expected to work in a person-centred, respectful way and keep clear, accurate records linked to social care and livestock responsibilities.

Objectives:

Support the people we support to achieve their goals on the farm.

- Support autistic people and people with learning disabilities to work towards their personal outcomes through meaningful farm activities.
- Mentor a small group of people we support, keeping their personal records accurate and up to date.
- Work in partnership with families/carers and hold annual reviews to ensure support remains appropriate and effective.

Provide high-quality daily animal care

- Work alongside the people we support to complete daily care of livestock, including feeding, mucking out and welfare checks.
- Develop a strong "stockman's eye" by noticing changes in behaviour or health and responding quickly.
- Follow agreed routines and welfare guidelines to ensure animals remain healthy and productive.

Maintain excellent standards of animal welfare

- Work with the Project Leader to ensure all animals experience the Five Freedoms and enjoy safe, happy lives.
- Follow DEFRA and statutory guidance on animal handling and welfare.
- Maintain accurate animal-related records in line with legal and organisational requirements.

Keep the farm environment safe, tidy and well maintained

- Keep workspaces tidy and complete small repairs where appropriate.
- Check buildings, equipment and facilities regularly and report any issues.
- Follow Health & Safety procedures to maintain a safe environment for everyone.

Support the smooth running of the Animal Husbandry Project

- Work with the Project Leader to monitor the budget and keep simple income/expenditure records.
- Support the wider farm when needed and take part in weekend, bank holiday and on-call rotas.
- Follow all Brandon Trust policies and procedures relevant to social care and animal welfare.

Contribute to ongoing learning and development

- Attend regular supervision with your line manager.
- Complete essential training required by Brandon Trust and Elm Tree Farm.
- Reflect on your practice and contribute to continuous improvement within the project.

Key Relationships

- Farm Manager
- Animal Care Project Lead
- Assistant Farm Manager

Skills and behaviours you need for this role

CORE SKILLS

Skill	Level required for role	What this means
Data Literacy		People at this level understand the basics of collecting and using data safely.
Digital Skills		People at this level use a range of digital tools and follow online safety rules to help their team work smoothly and safely.
Governance and Compliance		People at this level understand the basic rules, policies, and safety steps the organisation must follow.
Commercial Awareness		People at this level understand simple financial ideas and know why it is important to use money and resources responsibly.

Health and Safety		People at this level know the basic health and safety rules and follow them to help keep the workplace safe.
Inclusion		People at this level know that everyone should be treated fairly and with respect.

SPECIALIST SKILLS

Skill	Level required for role	What this means
Animal Health & Welfare		People at this level carry out daily Animal Health & Welfare tasks on time and understand the need to act on risks, share information, use data, adapt to change, and provide a consistent experience.
Handling & Behaviour Management		People at this level complete daily Handling & Behaviour Management tasks on time and understand the need to act on risks, share information, use data, adapt to change, and deliver a consistent experience.
Feeding & Nutrition		People at this level carry out daily Feeding & Nutrition tasks on time and understand the need to act on risks, share information, use data, adapt to change, and deliver a consistent experience for customers and visitors.
Record Keeping & Compliance		People at this level complete daily Record Keeping & Compliance tasks on time and act on risks, share information, use data, adapt to change, and provide a consistent customer and visitor experience.
Facility & Resource Management		People at this level show a basic understanding of Facility & Resource Management by following simple steps, keeping clear records, using tools safely, asking for help, and reporting concerns quickly.

BEHAVIOURS - VALUES

Behaviour	Level required for role	What this means
Equip		People at this level prepare well and work in a steady, organised way. They make sure others can get the right information and that work runs smoothly.
Involve		People at this level make sure others are involved in conversations, teamwork, and making decisions.
Support		People at this level give strong support and encouragement to others. They help create a workplace where everyone feels valued, included, and able to grow.
Recognise		People at this level use clear communication, good listening, and quick responses in their everyday interactions.
Challenge		People at this level take responsibility, try new ideas, and adapt well to change to help work move forward.

COMPETENCIES

Behaviour	Level required for role	What this means
Resilience and Perseverance	■ ■	People at this level effectively handle setbacks and stay focused on long-term success.
Planning and Organising	■ ■	People at this level plan and manage tasks effectively, ensuring efficient completion of work.
Initiative	■ ■	People at this level proactively identify tasks and opportunities for improvement without being asked.
Problem Solving	■ ■	People at this level identify and resolve problems efficiently using structured thinking.
Attention to Detail	■ ■	People at this level produce accurate work on a regular basis and make sure all key details are included.
Judgement	■ ■	People at this level make thoughtful, well-reasoned decisions within their scope of work.
Crisis Management	■ ■	People at this level handle crises by solving problems and staying calm when things feel intense.
Self-Motivation	■ ■	People at this level work independently and maintain motivation to achieve goals.
Team Work	■ ■	People at this level actively contribute to team goals and work effectively with colleagues.
Emotional Intelligence	■ ■	People at this level use their awareness of emotions to communicate well and build positive working relationships.