



Animal Care Support Worker



37.5 hours per week - Flexible working across 7 days



Animal Care Manager - Animal Care Project Lead



Enhanced DBS



Level 2 Animal Care or equivalent



Elm Tree Farm and Grimsbury Farm

Purpose:

We operate two farm sites, and the Animal Care department is required to work across both as needed to support safe, consistent and effective provision.

The Animal Husbandry project provides services for people with learning disabilities and autism based at Elm Tree Farm, providing opportunities for training, employment and wellbeing outcomes. In this role, you will support people to take part in animal husbandry and small holding activities in a safe, meaningful and person-centred way. You will work as part of the Animal Care team to help deliver structured sessions, promote independence, encourage participation and maintain a safe and enjoyable environment.

Grimsbury Farm is a community farm that requires a flexible, practical and people-focused approach. The role involves supporting the daily routines of livestock care, site safety, maintenance, public engagement and meaningful activity for people with learning disabilities and autism. This means working positively in a changing outdoor environment, following guidance from managers and colleagues, responding to animal welfare needs, supporting visitors and community activity, and helping the farm remain safe, welcoming and productive throughout the year.

Objectives:

Provide meaningful, person-centred support

- Support people with learning disabilities and autism to take part in farm, animal care and wellbeing activities in line with their support plans and personal outcomes.

- Encourage choice, independence, confidence and participation during structured sessions and day-to-day farm tasks.
- Keep accurate records of attendance, progress, incidents and any relevant changes, sharing information with the appropriate colleagues.

Support safe and effective farm and livestock operations

- Carry out daily animal care tasks under the guidance of the Animal Care Manager, Project Leader or other senior colleagues.
- Support livestock welfare by following agreed procedures, relevant legislation and the RSPCA Five Freedoms at all times.
- Help maintain clean, safe and well-organised animal areas, equipment, tools and resources, reporting concerns promptly.

Contribute to the safe and effective running of the farms

- Follow agreed session plans, routines and guidance to support quality provision for the people we support.
- Follow health and safety procedures, complete checks as requested, and report maintenance, equipment or site safety concerns.
- Support farm shop, visitor, community and seasonal activities where needed, helping to create a positive experience for customers and visitors.

Work collaboratively as part of a thriving care farm team

- Work positively with colleagues across the Brandon Trust Animal Care team, sharing information and supporting consistent practice.
- Take part in team meetings, training, supervision and reflective practice to support learning and high-quality support.
- Be part of the weekend, bank holiday and out-of-hours rota as required to support livestock welfare.
- You may be asked to work at any of our farm sites in the Bristol cluster to cover sickness absence or holidays.

Key Relationships

- Animal Care Manager
- Project Leader
- Farm Manager
- People we support within Elm Tree Farm
- Enterprise staff at our farm sites

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 understand the basics of using digital tools and staying safe online
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 use health and safety rules in their everyday work and help maintain a safe and healthy environment.
Inclusion					People at this level use inclusive behaviours in everyday work and make sure others feel welcome and involved.

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 know that adapting, taking risks, and taking responsibility are important, but they still need some guidance to use these behaviours well.

COMPETENCIES

Behaviour	Level required for role					What this means
Active Listening						People at this level listen with care in everyday conversations and reply in ways that help people work well together and build trust.
Attention to Detail						People at this level produce accurate work on a regular basis and make sure all key details are included.
Collaboration						People at this level understand that collaboration means involving others, and they seek input when they are asked to.
Co-Production						People at this level actively involve the people we support and their colleagues in shaping work and making decisions.
Creativity and Innovation						People at this level regularly use creative thinking and share new ideas that help make work processes better.
Decision Making						People at this level know that decisions need to be made and look for support and guidance to choose well.
Emotional Intelligence						People at this level use their awareness of emotions to communicate well and build positive working relationships
Empathy						People at this level show empathy in daily interactions and adjust how they behave to support others.
Flexibility						People at this level adapt well to daily changes in priorities, tasks, and team needs.
Reliability						People at this level understand the importance of being dependable and take basic steps to follow through on responsibilities.

Teamwork						People at this level actively contribute to team goals and work effectively with colleagues.
Verbal Communication						People at this level communicate clearly and confidently in everyday conversations, adapting to different people and situations.