



Future Roots

C/O Rylands Farm
Boys Hill Drove
Holnest
Sherborne
Dorset
DT9 5PS

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August 2025

Dear Applicant,

Thank you for your interest in our vacancy for a **Learning Mentor** at Future Roots. Future Roots is a young person's service based at Ryland's Farm. Ryland's Farm is a small working farm that is approximately 30 acres in size. We are currently expanding so looking for another mentor to join the team.

We started in 2006 as Farming for Life and registered our enterprise in 2008 as Future Roots. We've now been supporting young people for over nineteen years and hope to continue for many years to come. You can find out more about us on our website but these links will give you a better understanding of our vision, ethos our work and impact of the work we do with Young People.

- Future Roots is a young person's service based at Ryland's Farm. Ryland's Farm is a small working farm that is approximately 30 acres in size – [Future Roots \(drone video\)](#)
- To learn a little bit more about us please watch this short introductory video – [here](#)
- To hear from some of young people and to learn about some of impact please watch this video and stay on after the credits roll too - [here](#)
- To understand more about our Post 16 Programme - [here](#)
- We were also on the front cover of The Sherborne Times in January and an article about us is on page 58 - [Sherborne Times January 2025 by Sherborne Times - Flipsnack](#)

We are looking for an individual, who really understands young people and who can:

- Engage with and understand young people and build effective, developmental relationships that will increase resilience and emotional wellbeing.
- Plan and implement Future Root's group work programmes on the farm using the outdoors and animals to build resilience, personal responsibility and qualities and employability skills
- Planning will include delivering accredited qualification opportunities and/or therapeutic activities as well as appropriate programmes to meet individual need

Visits will not be possible until we receive your application, and will form part of the recruitment process. We have the right to close this advert early if a suitable candidate is found, so apply early!

Closing date for applications is 1pm Monday 15th September 2025

Kind regards,

Julie Plumley,
Founder and Director of Future Roots



Learning Mentor Vacancy

Based on a 30-acre care farm
Salary Range: £14 - £15.50 an hour
Between 30-37 hours a week



The role can be offered as Full Time, Part Time (minimum of 30 hours) or Term Time Only
as a degree of flexibility over the hours may be possible for the right candidate

Start Date: November 2025 or soon after

Do you want to support young people and help to deliver positive outcomes?
Do you have a love and passion for animals?

Based in rural West Dorset, Future Roots is a long- and well-established provider of complimentary education and re-engagement services for children and young people. Working with schools and Local Authority Children's Services we use a farm environment and our animals to offer young people learning and therapeutic experiences to help them overcome trauma and challenges.

We are currently expanding so are now looking for someone to join our team who can bring demonstrable skill and experience from a background of working with children and young people, and who has an affinity with the outdoor environment and animals.

For further information about the role contact Julie Plumley (Director Future Roots) on 01963 210703 or via email: office@futereroots.net

Please visit our website www.futereroots.net to see the full range of what we do.

Closing Date: 9am Monday 15th September at 1pm





Job Description & Person Specification

Learning Mentor

Contract Type	Permanent Contract – Full Time, Part Time (minimum of 30 hours) or Term Time Only can be consider as a degree of flexibility over the hours may be possible for the right candidate
Hours	Minimum of 30 hours but up to 37 hours a week Monday to Friday 9.00am-4.30pm Supervision meetings and team meetings may be planned to occur outside of these times or during school holidays. Occasional holiday work may be offered
Pay	Based on £14-15:50 per hour depending on experience
Location:	Rylands Care Farm, Boys Hill Drove, Holnest, Sherborne, Dorset, DT9 5PS
Responsible to:	Julie Plumley, Director
Main Purpose of the position:	<ol style="list-style-type: none">1.To engage with young people, usually in a small group setting and build effective, developmental relationships that will increase resilience and emotional wellbeing.2. Plan and implement Future Roots' group work programmes on the farm using the outdoors and animals to build resilience, personal responsibility and qualities and employability skills3. Planning will include delivering accredited qualification opportunities and/or therapeutic activities as well as appropriate programmes to meet individual need4. Lead on practical opportunities eg woodwork, fencing for animal pens, hedge laying as part of the opportunities for our young people
Responsible for:	<ul style="list-style-type: none">• The planning and delivery of therapeutic, learning and mentoring sessions to small groups of young people aged between 8 and 18 years.• To help and support young people to learn new skills and develop qualities that will improve future prospects• The sessions will provide creative learning and development opportunities to engage young people who struggle with educational and social aspects of their life• Using our farm environment and other practical learning opportunities, alongside animal care and farming• Working as a team and supporting any young person individually on a 1:1 when required• Supporting young people to gain qualifications.• Recording session notes, report writing attending review meetings as required.• Responding and dealing appropriately with Safeguarding issues and welfare concerns.
Other Key Elements	<ul style="list-style-type: none">• To have a passion for animals• To embrace the outdoors, enjoy working outdoors and be prepared to work positively in all seasons and weather conditions with farm animals and the environment.• To learn how to use the environment and animals therapeutically (training provided)• To be creative in their approach and look for solutions that will engage and lead young people into positive change either within a small group or if agreed at referral a one to-one basis.• The role will be initially assisting a lead worker to maintain a stable, happy, and caring environment that puts the health, safety and welfare of our participants first

	<p>but also considers own and fellow team member's safety.</p> <ul style="list-style-type: none"> • Understand the importance of safeguarding, health and safety and maintaining clear boundaries are essential. • To have the belief that no young person is bad and all of them want to learn and can achieve given the right experience is central to our work. • Being able to be a positive role model and always conducting yourself in a friendly but professional manner whilst on duty or when representing the organisation on site or at outside events is an expectation of the role. • The role is likely to include times where a level of high emotion is being expressed by young people and Learning Mentors are expected to be able to respond to such situations in a calm, measured way. We do not use restraint in any form and there is a need to have an understanding that comments made by young people are not personal
Target group(s):	<ul style="list-style-type: none"> • Young people aged between 8 and 18 years who are experiencing a variety of challenges in their life. These may include social, emotional and behavioural problems and learning difficulties but who might also have experienced a variety of difficult situations like poor attachments or loss. • Young people may be on the verge of exclusion from school, reacting to past traumas or who need help in transitioning into the employment market or further training.
Accountability:	<ul style="list-style-type: none"> • To plan practical activities • To risk assess accurately • To attend supervision, • Responsible for wearing correct P.P.E • Being familiar with and follow the organisations policy framework and staff handbook. • To report and record any health and safety or safeguarding concerns.
Development:	<ul style="list-style-type: none"> • Future Roots is always seeking to expand and develop new programmes. We include our staff in the planning and development process and welcome innovation and ideas.

Person Specification – Learning Mentor

Criteria	Qualities	Essential / Desirable
Qualifications, Experience	<ol style="list-style-type: none"> 1. Minimum of three years' experience working with young people 2. Ability and skills to engage young people in practical learning opportunities and activities eg woodwork, fencing for animal pens, hedge laying 3. Willingness to work with young people who have different ways of communicating 4. A qualification suitable for the role eg education, social work or youth work 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>
Knowledge & Skills	<ol style="list-style-type: none"> 5. To demonstrate an understanding of safeguarding and appropriate legislation 6. To understand and have the ability to maintain clear and appropriate boundaries with young people. 7. To demonstrate good verbal and written skills 8. To demonstrate their understanding of health and safety at work and managing risk 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

	9. An understanding of animals	D
Personal Attributes and Qualities	1. A person with integrity 2. Has a strong work ethic and is self-motivated 3. Has a love and passion for animals 4. Embraces working outside and has the ability to use the outdoors as a tool for working in a practical way with young people 5. Patient 6. Ability to be flexible and adaptable 7. Team player but can also work on their own 8. Has a commitment to safeguarding 9. Has a passion for farming and all animals and being concerned for their welfare is essential. 10. Belief in giving young people opportunities to learn (we are a Care Farm offering a Young People Service) Training to work with animals will be given. The role is likely to include times where a level of high emotion is being expressed by young people and Learning Mentors are expected to be able to respond to such situations in a calm, measured way. We do not use restraint in any form and there is a need to have an understanding that comments made by young people are not personal.	E E E E E E E E

Future Roots is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment. Applicants for posts working with children and young people will be subject to an enhanced DBS check and disclosure

