

Ruskin Mill Land Trust  
Old Bristol Road  
Nailsworth  
Gloucestershire  
GL6 0LA

December 2020

Dear Applicant,

**Re: Roles for the Hiram Education and Research Team (HEaRT):  
HEaRT Training and Development Coordinator - South Wales;  
HEaRT Training and Development Coordinator Designate - Midlands;  
Practical Skills Therapeutic Education (PSTE) Curriculum and HEaRT Manager**

Thank you for expressing an interest one of the roles joining the Hiram Education and Research Team (HEaRT) within Ruskin Mill Land Trust.

Ruskin Mill Land Trust (a charitable trust) holds, preserves and develops the vision, research and unique educational method of Ruskin Mill - Practical Skills Therapeutic Education (PSTE) based on the insights of Rudolf Steiner. Its associated charitable company, Ruskin Mill Trust Limited, exists to provide innovative and experiential education and training for young people who display developmental delay or difficulty. This could take the form of learning difficulties, challenging behaviour, childhood neglect or social sensitivities. In addition, Ruskin Mill Land Trust owns all the land and properties supporting the operations of Ruskin Mill Trust Limited and leases or rents these assets in pursuit of its charitable objects.

The Ruskin Mill Centre of Practice is a new entity within the Land Trust which has as an objective to deliver our own Masters Programme in PSTE as soon as next year with the plan of becoming our own university in the not too distant future.

The staff of Ruskin Mill Trust choose to work at one of our Colleges or Schools or the wider charity because it is a unique place to work, offering many opportunities to develop and enhance skills in an area of work that has much to offer both the student learner and the member of staff.

We expect and require all of our staff to embrace the vision, values, purpose and method of Ruskin Mill Land Trust. We support our staff to understand this through trainings which all staff commence during their probationary period, now ranging from on-job training, part-time courses to our own bespoke Masters qualifications as well as research at doctorate level. The three new roles are part of the Trust wide team to support the training in and implementation of PSTE.

**HEaRT Training and Development Coordinator - South Wales** You would be responsible for the staff training and development initially in two RMT post 16 provisions Coleg Plas Dwbl and Coleg Tyr Eithin. Set in beautiful settings, only a short drive apart from each other, are these two educational centres that draw their educational on agriculture and craft. You will be guiding staff development from individual and group inductions on the method, supporting staff on their journey in understanding PSTE as well as ensuring that all mandatory trainings are set up and available as appropriate. You will be working with colleagues and the management teams to ensure all training requirements are met with regards to method, compliance and educational excellence.

You would need to be Computer Literate in Microsoft office applications, especially Word and Excel; have good interpersonal skills; be well organised, and be able to take ideas and turn them into action plans and see through to the end. You must have a good eye for detail; be able to work independently but within the framework of a dispersed team, and adaptable. You must also be able to demonstrate high levels of motivation and enthusiasm for all duties no matter how minor such as preparing items required throughout meetings such as equipment and refreshments and have a full clean driving licence and use of a car.

### **HEaRT Training and Development Coordinator Designate - Midlands;**

There are two established colleagues in place in the Midlands ,Glasshouse and Argent college and also Sunfield Children's Home but we are now looking for an additional person to grow into this role due to our growth of provisions, especially in North Wales with Trigonos. In addition to the requirements for a Heart Coordinator role described above this role would be a trainee/development role. We recognise that it does take considerable time to grow into this role and to understand the method to the required depth. Therefore, you would be working alongside the established colleagues for part of the week as well at Trigonos in North Wales. Therefore, substantial travelling as well as regular overnight stays will be required from the start.

### **PSTE Curriculum Manager and Heart Coordinator**

Based at Brantwood Specialist School in Sheffield with its Outdoor Classroom and smallholding in Eyam, Derbyshire. The educational approach of the Trust is built on the connection to the land using the biodynamic method. Through situating learning in nature and the landscape, engaging young people in growing, harvesting, preparing and serving food in a way that cares for nature and the environment and connects them to the greater rhythms of the cosmos, students are enabled to re-connect to life, themselves and others again in a very profound way. Engaging with the land and animals enables them to engage with themselves and others again in a way they might not have experienced in their lives before. Biodynamics is a method that has been first formalised by Rudolf Steiner and engages the grower and farmer in the rhythms of nature and the cosmos and is now used successfully across the globe and certified with the "Demeter" label.

Rudolf Steiner was a ground breaking educational thinker who founded the first Steiner School in 1919 in Germany. Since then Steiner Schools have become one of the world wide fastest growing educational movements with over 1000 schools across the globe, many of them state-funded and well recognised in the educational landscape of the country. Ruskin Mill Trust's unique method of Practical Skills Therapeutic Education has been developed out of Steiner's educational insights and the way he described human development and hence the way that arts and crafts are used and the curriculum is designed is out of this understanding. This has been incredibly successful and effective with the young people, of huge benefit to their families and very enjoyable for staff. However, it can be experienced as very countercultural to the often behaviourist approach that prevails in many areas of mainstream education.

Since its inception teaching staff at Brantwood Specialist School have had training in Steiner's educational insights and child development according to the insights of Rudolf Steiner. However, most teachers are mainstream trained and we now want to take the next step and provide an even more substantial training package that we ask all staff to commit to in order to progress the method. You will be devising a bespoke training programme for teaching staff that encompasses Steiner educational insights, child development, research and arts and crafts to support each teacher in re-thinking their approach, challenge what they have learned so far and truly align their teaching approach with the vision of the Trust. In your role you will be working with the management team of the school and experts from

the Trust to draw the learning from the landscape and extend in process and project based learning into the school. You will be drawing on Rudolf Steiner's educational insights and deliver staff training on those insights as well as designing a model classroom in order to help staff applying the training.

I hope that you have been encouraged by what you have read and will continue with your application and apply for one of these unique and challenging posts. Only those who have an outstanding commitment to excellence and providing a high quality service should apply.

IF you would like an informal conversation about any of the roles please do not hesitate to contact Constantin Court, Director of Pedagogy - Practical Skills Therapeutic Education on 07805304201

Please note that the application form must be completed **in full** (using black ink or type) as selection for interview will be based on the information provided by you. In particular, please note that we do require a full employment / work history, so please use a continuation sheet(s) if necessary.

Completed applications must be returned to **Human Resources, c/o Glasshouse College, Wollaston, Stourbridge, West Midlands, DY8 4HF** or by email to [recruitment@ghc.rmt.org](mailto:recruitment@ghc.rmt.org)

If you declare a disability and meet the essential criteria for the role then you will be guaranteed an interview and your application will be considered on your abilities. Please ensure that you declare any disabilities on your application form.

Please note the closing date for completed applications is Midday on 22<sup>nd</sup> January 2021

We look forward to hearing from you.

Yours sincerely,

**The Department of Human Resources**