

1:1 Horticulture Support Worker at Growing Ability

Triangle Community Garden, Hitchin



JOB DESCRIPTION:

POST: 1:1 Horticulture Support Worker at Growing Ability

RESPONSIBLE TO: Project Manager

PURPOSE OF POST: To support an individual service user or 'gardener' with learning disabilities to remain independent whilst attending sessions at Growing Ability, reflecting the objectives of the Triangle Community Garden.

SALARY: c£12.00/hr

HOURS: 5.5 hours/week over 2 sessions Tues 9.30am-12.15, Thurs 12.30-3.15pm (**bank role** – subject to gardener presence)

BENEFITS: 30 days annual leave pro rata (includes Bank Holidays)

ABOUT YOU

Essential Skills:

- A genuine commitment to the aims of our charity
- An understanding of the needs of adults with learning disabilities
- Demonstrable ability to relate professionally and respectfully to people with learning disabilities
- Physical fitness and ability to undertake safe manual handling practices
- Good verbal and written communication skills
- Good telephone manner and good level of spoken English
- Observant and sensitive to our gardener's needs
- Ability to work both autonomously and as part of a team
- An understanding of gardening/ growing plants, flowers and vegetables,

Desirable Skills:

- Experience of working in community horticulture project.
- Knowledge of food hygiene/manual handling/health & safety standards and practices
- Strong social media skills to help us promote our work

MAIN RESPONSIBILITIES:

- Provide 1:1 support for a 'gardener' with Downs Syndrome and dementia
- Assist in the delivery of social therapeutic horticulture sessions.
- Help staff look after existing gardeners and volunteers while they are on site.
- Help the gardener devise and implement their individual development plan.
- Assist in the planning and preparation of appropriate activities within site constraints.
- Assist in record keeping relating to existing gardeners and volunteers as directed by the Project Manager

Duties are varied and personalised to the individual's needs which may change over time:

- Providing some help with minor aspects of personal care
- Facilitating socialisation and social activities e.g. Supporting during group discussions, walks, group sessions, reading and writing.
- Monitoring progress and recording notes on daily record sheets relating to each visit
- Liaising with team members to provide a consistent approach that meets the individual needs of the gardener.
- Empathising and actively listening in a sensitive manner accessing appropriate additional support where necessary
- Creating opportunities for the gardener to develop establish and maintain personal relationships and social networks with other gardeners, which encourage greater participation and integration within Growing Ability
- Carrying out duties as the Project Manager reasonably stipulates

To be successful in the role you will need to be able to:

- Empathise and actively listen to individuals in a sensitive manner, accessing appropriate additional support where necessary
- Preserve the independence & dignity of individuals as much as possible.
- Report any changes/issues concerning individuals or the care being provided to them, to the Project Manager
- Read and abide by procedures set out in the Triangle Community Garden Policies and Procedures and Service Users' guide
- Report back any areas of risk, not previously identified, to the Project Manager
- Maintain confidentiality and commit not to divulge information to third parties unless consent to share information has been given and agreed with the Project Manager
- Work in accordance with any policies and guidelines of the Triangle Community Garden
- Promote equal opportunities and respect diversity, different culture and values
- Work in accordance with our health and safety procedures
- Contribute to the overall development of the service and promote a positive image of the gardeners and Triangle Community Garden
- Participate in training courses/seminars held internally and by outside agencies
- To be committed to safeguarding and promoting the welfare of adults at risk.
- Attend and engage in regular supervisions, appraisals and performance reviews, accepting and providing constructive feedback.

Full training provided eg Care Certificate, Safeguarding, Manual Handling, etc