

Job Description

Post:	Allotment Support Worker
Responsible to:	Allotment Project Manager
Hours:	Part Time, 15 hours per week (Tues and Thurs, 9.30am -2.30pm, plus one additional day TBC)
Remuneration:	£11.45 per hour, payable monthly
Location:	C2C Grows Allotment Garden, Northampton
Holiday:	28 days pro rata + bank and statutory holidays

Vetting process will include an enhanced DBS check and satisfactory references

Mission Statement - *'C2C Social Action support, inspire and motivate those experiencing social disadvantage (such as history of offending, domestic abuse survivors, drug and alcohol dependence or mental health issues) to move forward with their lives and to contribute positively to society'.*

SUMMARY

The role of the Women's Allotment Support Worker is to work on C2C Social Action's allotment project in Northampton and to provide support in the running of horticultural sessions with female service users. C2C Grows is a gardening project run by C2C Social Action in Northampton and Kettering. The project supports women experiencing social disadvantage, some of whom are referred to the project from Probation Services and some through social prescribing routes from GP surgeries.

Your responsibilities will include both horticultural tasks and support work. Horticultural tasks may include sowing seeds, weeding and watering, plant care, harvesting produce and maintaining the site. Support work will include working alongside the C2C Grows Allotment Project Manager to ensure the allotment is a safe and welcoming space for service users.

You will be given the opportunity to develop a wide range of horticultural skills and gain a sound understanding of the benefits of using horticulture as a social and therapeutic activity.

You will have the opportunity to be involved in several activities that are due to take place on the allotment, including outdoor art and wildlife focused workshops and preparing the allotment to open as part of the National Garden Scheme.

You will support staff in helping to organise produce and plants grown on the allotment to be distributed to C2C's Women's Centres. You will also help to maintain the links between the allotment site and the Women's Centres and be involved in supporting female service users to maintain the Centres' outdoor spaces.

You will need a love of the outdoors and preferably an interest in gardening and food growing. You will need good communication skills as you will be working with a range of people and will be involved in welcoming service users and other visitors at the allotment.

You will be fully supported and receive training in all areas you are expected to work in. In addition to learning a range of practical horticultural skills, you will gain experience working with different people and their varying needs. You will be given the opportunity to develop skills in liaising with professionals, confidentiality, safeguarding and IT.

Person Specification

Experience

- Experience of supporting people who have complex needs to improve their lives.
- Experience in working with partner agencies either as part of a multi-agency team working towards common objectives or negotiating to establish links to further the aims of a project.

Knowledge

- An understanding and knowledge of the barriers faced by people with complex and multiple needs, protected characteristics, and disabilities as well as relevant specialist support services.
- Knowledge of and commitment to safeguarding practices and policies, and ability to promote safeguarding among vulnerable clients and colleagues.
- Knowledge of the criminal justice system.
- An interest and some knowledge of gardening and growing food.

Skills & Abilities

- Ability to assess service users' needs and provide support through interventions involving advice and guidance.
- An ability to work sensitively with service users, actively listening and able to use a range of communication methods when providing information and support.
- Ability to find innovative ways to work with service users to identify and find informed solutions to the challenges faced by them.
- Ability to develop and maintain a workplace environment which is both safe, supportive, enabling colleagues and service users to thrive.
- Excellent verbal and written communication skills to ensure effective support.
- Effective interpersonal and relationship building skills including ability to develop strong professional working relationships.
- Ability to calculate risk and implement safety procedures when engaging with service users.
- Ability to be a flexible and co-operative member of a team.
- Ability to work resiliently, work on own initiative and as part of a team.
- Ability to negotiate and diffuse challenging situations.
- Full UK Driving Licence with access to a vehicle for work or the ability and willingness to travel within the area.
- Comfort with carrying out physical tasks in all weather conditions.

Attitude

- Positive attitude to working outside on an allotment site all year round.
- Pro-active and able to use own initiative.
- Commitment to collaborative ways of working.
- Commitment to and understanding of safeguarding and professional boundaries.
- Personable with a positive attitude towards service users, staff and peers.
- Personal and professional integrity.
- Emotionally resilient.
- Awareness of and commitment to equal opportunity and diversity practices and policies, and ability to promote diversity and treat colleagues and clients fairly and with respect.

What we will do to support you in this role

We will provide the following resources to assist in the successful achievement of the responsibilities outlined above:

- On-going and targeted learning and development that will support and enable you to deliver the role to a high standard.
- An opportunity to learn a range of horticultural skills, with possible formal horticultural training offer.
- A full induction.
- Continuous support and supervision including reflective practice to develop your learning and skills as a support worker.

Conditions of employment

Appointment and continuing employment will be subject to the granting and maintaining of a satisfactory enhanced DBS and two suitable references.

Staff are required to ensure immediate notification to their line manager of any personal involvement in the criminal justice services.