

# Growing Experience Support Worker

## Job Description

Title: Support Worker

Main Place of Work: Sheffield Organic Growers, S8 8BG

Contract: 1 day a week Maternity cover, preferably on a Thursday

### About us

Growing Experience is a small “care farm” on the Sheffield Organic Growers 20 acre site. We work with young people (16 plus) and adults with learning disabilities. We have 6 service users at present. We have a small polytunnel, some raised beds and we also work in the Fruiterery (mostly apple harvesting and winter mulching) and the new field (mostly woodland tree planting and care). There are several different businesses on the site, growing organic fruit, vegetables and flowers commercially. The produce we grow within Growing Experience is for the service users to take home. For more information please see our website: [www.sheffieldgrowingexperience.co.uk](http://www.sheffieldgrowingexperience.co.uk)

### Job Purpose

To support service users (“supported volunteers”) to carry out day to day tasks on the farm, such as weeding, watering, harvesting, sowing seeds, pricking out, making wood chip paths, pruning hedges, soil preparation, making bird boxes etc.

To assist with all other horticulture and conservation tasks on the site, either with or without service users.

## Responsibilities

To work both with other staff and also alone with groups of service users. When working with service users to explain and demonstrate the tasks for the day. Encourage and support service users in the agreed tasks, often supervising people doing different tasks at the same time.

To ensure service users are supervised at all times and kept safe on the site. Knowing where every service user is at all times.

To ensure service users are appropriately dressed whatever the weather. To encourage and motivate service users when the weather is unfavourable, and to maintain a sense of humour!

Creatively managing any service users who don't get along together so they can be working on different tasks while supervising both.

Keeping the area as neat and tidy as possible and always being aware of health and safety, with all tools safely stored etc. Ensure no tools left lying on the ground at any time.

Preparing equipment for the day, and clearing up at the end of the day. Cleaning of tools and compost toilet etc as required.

To work with any volunteers who are also supporting service users.

To occasionally transport some service users to and from their homes, where other transport cannot be arranged, or on occasional day trips (only if you have a car with business use insurance).

To work on the land completing horticultural tasks, or admin tasks/training on any days when service users are not present.

To complete training as required. To keep records /do planning as required.

To support our commitment to being an Organic Farm (Soil Association certified) and our environmentally sustainable practices.

To maintain our inclusive environment and to challenge any comments that are racist, sexist, homophobic, gender based etc.

To follow all policies and procedures, including precautions for Covid 19. To encourage service users to follow Covid precautions.

To undertake any other reasonable duties as and when required.

## Person Specification

Area	Essential	Desirable
Qualifications	<p>Recognised qualification in Horticulture</p> <p>and/or</p> <p>Recognised qualification for working with adults with learning disabilities,</p> <p>GCSE (grade 5 or above) in English and Maths or equivalent qualification.</p>	<p>RHS Level 2</p> <p>Teaching adults qualification</p> <p>First Aid Certificate (up to date)</p> <p>Safeguarding Training (up to date)</p> <p>Full Driving Licence (and a 4 door car that can be used for work with business use insurance)</p>
Experience	<p>At least 2 years working / volunteering with adults with learning disabilities</p> <p>Practical gardening experience</p> <p>Experience of working outdoors in all weather</p>	<p>Experience of working alone with small groups of adults in an outdoor setting</p> <p>Experience making simple things out of wood eg. bird boxes</p>
Skills and Knowledge	<p>Good organisation skills</p> <p>Good awareness of Health and Safety and Safeguarding</p> <p>Flexibility in the workplace</p> <p>Ability to work on own initiative</p> <p>Ability to multi task</p>	<p>Experience of writing risk assessments, updating policies etc.</p> <p>Experience of writing learning objectives and recording outcomes for service users.</p> <p>Experience of other administrative tasks needed in a small business.</p>
Additional	<p>Able to cope in a physically demanding job involving regular lifting and digging etc.</p> <p>Able to work very occasional extra hours on the weekend eg. for an Open Day, or day trips.</p> <p>A working, charged up, mobile phone to communicate on the site between staff members.</p>	<p>Up to date with all Covid 19 vaccinations and boosters (unless exempt)</p>

## Overview of Terms of Employment

Salary: TBC

Hours: The role is to cover maternity leave. 9.30-4.00, one day a week.

Breaks: Lunch and tea breaks are included in the paid hours and are always taken with service users.

Contract: To cover maternity leave. Probationary period 3 months.

Notice period: You are required to give one month notice if you wish to leave. You will receive one month notice if we wish to terminate the contract. You will receive 7 weeks notice of the end of the maternity cover.

Employer: Norton Evans Ltd is the owner of Growing Experience and all the land at Sheffield Organic Growers. The contract is with Norton Evans Ltd.

Location: Sheffield Organic Growers, S8 8BG.

Also, if you have a car, (with business use insurance) there may be occasions to drive service users to and from their homes and occasional day trips. Mileage is reimbursed at 40p per mile for petrol cars. Electric cars will have free use of top up charger on site and mileage payment therefore reduced.

Holidays: 28 days per year pro rata.

Holidays must be taken when Growing Experience is closed, with 2 days taken in the Christmas holiday and 1 day in the February holiday. Bank holidays must be taken as annual leave.

Safeguarding: Appointment is subject to a satisfactory enhanced DBS check and references. Unfortunately dogs cannot be brought to work in this role.

Pension: The workplace pension is with NEST for eligible employees.

## How to apply

Please send CV with a covering letter explaining why you would be suitable for this role to [sheffieldgrowingexperience@gmail.com](mailto:sheffieldgrowingexperience@gmail.com)

As this is a temporary vacancy we aim to fill it as soon as possible, and will review all applications as they arrive. We hope that the successful applicant will be available to start the w/c 9th September 2024, if not before.