



BEANNACHAR CAMPHILL COMMUNITY JOB DESCRIPTION

Title of Post:	Garden Support Worker
Place of Work:	Beannachar Camphill Community, South Deeside Road, Banchory Devenick, Aberdeen AB12 5YL UK
Responsible to	Garden workshop leader
Responsible for:	Students assigned to the garden
Hours of Work:	40 hrs per week
Annual Leave	32 days per year
Pay:	£10.50 per hour

Background:

The one acre walled garden is provides meaningful work and learning opportunities for young adults with a range of abilities and disabilities. The garden is active year round, has vegetable growing beds, polytunnels, glass house, and fruit trees, herb garden and areas of herbaceous borders and lawns. The garden has been tended for over 40 years using bio-dynamic and organic principles.

The day programme comprises a wide variety of workshop placements which run from Monday to Friday. The primary purpose of our workshops is to provide a meaningful work experience, which has a real impact on the life of students attending and the community.

All workshop support workers are expected to work as part of a team to provide holistic person-centred support and learning. This will mean attending on a regular frequency the day services team meetings chaired by the Day Services Manager

Role purpose:

To assist the Garden Workshop and the Garden Work Leader in all aspects of managing the Garden as a Therapeutic Workplace for Vulnerable Young Adults and Production Workshop. This involves working with students, being 'hands-on' in the garden, and being a reliable and steady member of the Garden Workshop Team.

Summary of Main Responsibilities: *the Garden support worker will...*

- Support the Work Leader in maximising learning opportunities and skills development for students involved in land based activities.
- Support the work leader in the production of fruit and vegetables from the garden.
- Work as a member of the Garden Team under the direction of the workshop leader
- Be familiar with the whole of the Garden Workshop, the basic gardening processes involved, and fulfil assigned tasks to the satisfaction of the Work Leader.
- Be familiar with the needs of the students assigned to the Workshop and work with and alongside such students accordingly.
- Be familiar with Beannachar's Policy Documents, paying particular attention to Policies and Procedures related to Health and Safety and the Well-being and Safeguarding of Vulnerable Adults, working at all times in accordance and in compliance with these policies and procedures.

- Set an example for students and co-workers attached and assigned to the Workshop regarding showing appropriate attitudes to work, maintaining constructive interpersonal relations, exhibiting a strong work ethic, and wearing appropriate work clothing.

Indicative Task Summary: *the Garden support worker will...*

- Arrive on time each day prepared for physical labour in the garden.
- Follow instructions given by the Work Leader and carry these out in a satisfactory and efficient way.
- Assist students in any specific needs related to the above tasks and to their personal care needs. This may include aspects of personal care.
- Assist in the preparation and clearing up of tea breaks.
- Assist in any garden related tasks which may include chopping wood, fetching supplies from a garden centre, delivering produce to houses, mowing lawns, cleaning tools etc.
- Perform satisfactorily any other tasks which may be necessary from time to time to fulfil the role of Garden Assistant and/or to further the objectives of Beannachar Camphill Community.
- Contribute to keeping garden and student records as appropriate.

REQUIRED QUALIFICATIONS / EXPERIENCE

Essential

- minimum 2 years horticultural work
- Minimum 2 years' experience working in social care sector

Desirable

- Horticultural Training
- PVG membership
- Registered with the SSSC

PERSONAL QUALITIES AND APTITUDES

- Demonstrate a warm and flexible attitude
- Can work well within a team and independently as needed
- Demonstrate good communication skills with people at all levels within the organisation, with visitors and parents/external professionals
- Be aware of, and manage, risk both to the student and him/herself
- Be open to change
- Be willing to learn and share
- Accept personal accountability