

JOB DESCRIPTION

Plants For People Senior Support Worker

Purpose:

Mayfield Nurseries is a wholly owned subsidiary of Solent Mind and charitable social enterprise, supporting people with enduring mental health problems and dementia. Our overarching aim is to create positive change for people living with these conditions by enabling them to take the steps to improve their health and wellbeing. This is achieved through the provision of horticultural therapy, vocational training, wellbeing and peer services and community based services.

The purpose of this role is to support our community based Plants For People Service during a new delivery phase and expansion supported by funding from the National Lottery Community Fund's Reaching Communities programme. We are recruiting 2 x P/T Senior Support Workers who will work alongside our Community Outreach Officer running engagement sessions at garden locations on housing estates. The primary function of this role is community engagement – using horticultural projects to bring communities together, provide a safe space to explore wellbeing and empowering residents to feel a sense of ownership over their environment.

Working in partnership with Southampton City Council, the purpose of Plants For People is to encourage residents on housing estates to engage in gardening to bring about positive change to the places in which they live, building healthier and happier communities.

Working alongside the Community Outreach Officer you will ensure that the project:

- Engages residents in gardening activities to improve their local environment.**
- Maintains and improves existing planted areas including weeding, plant maintenance and planting.**
- Helps people to grow plants to enable improvement to the local area.**
- Partnership working with other organisations and community groups to make a lasting impact to these areas.**
- The effective development, monitoring and evaluation of activities within this project.**
- Runs effective and high quality horticultural skills and employability courses for residents.**

**Reports To: Plants For People Community Outreach Officer
and Plants For People Service Manager**

Direct Reports: None

Key Relationships:	Residents, SCC Decent Communities Team, Mayfield Nurseries staff and volunteers, community and voluntary groups.
Location:	Based at Mayfield Nurseries, Southampton (but working across various sites in Southampton)
Contract:	Fixed Term Until 31 July 2023 (possible extension dependent on funding)
Hours:	18.5 Hours Per Week (Role 1 - Monday, Tuesday & Wed Morning) (Role 2 - Wed Morning & Thursday, Friday)
Salary Range:	£19,880 to £21,409 Pro Rata Per Annum (SM PP 18-21)

Main Responsibilities

Work Alongside The Community Outreach Officer

- To assist with the improvement and maintenance of designated outdoor spaces across Southampton, including regular weeding, plant maintenance and planting appropriate to the area.
- To support, inspire and encourage residents to become involved in gardening through your own personal expertise in horticulture.
- To enthuse and mobilise local residents in taking ownership over community green spaces within their local communities.
- To engage with potential participants to identify their needs, and work with the Plants for People team in identifying and enabling solutions.
- To be a point of contact for people who are participating in the projects whilst you are on site.
- To support regular volunteers who will be in a position to make a lasting change to the area.
- To participate in local sessions and community events to promote the scheme to residents and allow for flexibility within the working week to provide session cover etc.
- To monitor and evaluate the project for both Mayfield Nurseries and Southampton City Council as directed by the Plants For People Service Manager.
- To develop relationships and partnership working with key local organisations and community groups to grow the project and to identify resources which residents may benefit from.
- Maintain appropriate records of participation and progress.
- Identify risk and ensure appropriate risk assessments are available and adhered to.
- Draw upon your own experiences of mental health issues and/or good wellbeing practice to share with residents as appropriate.

General

- To uphold the aims and values of Solent Mind.
- To contribute to the ongoing development of the service and to best practice.
- To work within Solent Mind policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
- All employees have a responsibility to prevent abuse and neglect and report concerns.
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with current Data Protection legislation and Security and Confidentiality Policies.
- Undertake not to abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

This list is non exhaustive and other duties may be required to be undertaken to meet the needs of Solent Mind

PERSON SPECIFICATION

Plants For People Senior Support Worker

Requirement	Essential Or Desirable
<p>Qualifications/Education/Training:</p> <p>Relevant qualification in horticulture level 1 or higher, or relevant experience to this grade.</p>	Essential
<p>Experience:</p> <p>Experience of gardening either in a paid or voluntary capacity.</p> <p>Experience of working in garden maintenance either for company or self-employed.</p> <p>Experience of community work which engages and motivates people to participate.</p> <p>Own lived experience of mental health issues.</p> <p>Experience of working with vulnerable people.</p>	Essential Desirable Essential Desirable Desirable
<p>Knowledge/Skills/Competencies:</p> <p>Knowledge of good community working practice.</p> <p>Sound horticultural knowledge and skills.</p> <p>A good understanding in the basics of gardening.</p> <p>Demonstrate the knowledge of how the outdoor environment and gardening can impact positively on people's wellbeing.</p> <p>The ability to motivate and inspire people to become involved in gardening and horticulture.</p> <p>Knowledge of local support services, organisations and groups.</p> <p>The ability to manage time and competing priorities and take responsibility for your own work and in accountabilities.</p> <p>Good team working skills including listening and skill sharing.</p> <p>Excellent communication and organisational skills.</p> <p>The ability to monitor accurate recording of participation.</p>	Essential Desirable Essential Essential Essential Desirable Essential Essential Desirable
<p>Other:</p> <p>Driving licence.</p> <p>Commitment to Mayfield Nurseries-Solent Mind's values.</p> <p>Commitment to Mayfield Nurseries-Solent Mind's Equal Opportunities & Diversity policies.</p> <p>Willingness to undergo a relevant DBS check if required.</p> <p>Willingness to work flexible hours to meet project needs.</p>	Desirable Essential Essential Essential Essential

<p>Date job originated: March 2020 Date job reviewed: March 2021 Reviewing Manager: Phil Paulo</p>



DBS NOTE TO APPLICANTS

Disclosure & Barring Service And Recruitment Of New Staff

Solent Mind has registered with the Disclosure & Barring Service (DBS), previously known as CRB, in order to make safe, well informed recruitment decisions. We are ensuring that all our relevant policies meet legal and best practice requirements.

We have assessed the post of:-

PLANTS FOR PEOPLE SENIOR SUPPORT WORKER

As requiring an:-

Enhanced & Barred level of disclosure.

All convictions, including convictions which would otherwise be "spent" under the Rehabilitation of Offenders Act 1974, must be disclosed for the purposes of this job application.

Solent Mind will determine the relevance of any convictions to the post applied for in line with guidance from the DBS.

Any applicant who is offered employment will be subject to a DBS check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions. Applicants will have the opportunity to discuss any disclosure information before a final decision is made as part of the post interview process.