



Job Description

Job Title: Social and Therapeutic Horticulture Practitioner

Salary: £29,269-£30,296 (NJC payscales 18 - 20). Pro rata £16,612-£17,195

Hours: 21 hours (3 days; Monday, Tuesday plus either Wednesday or Thursday)

Location: The Walled Garden, Wilcote, OX7 3DT

Responsible to: Bridewell Recovery Service Manager

Main purpose of the job:

As part of the garden team, deliver a social and therapeutic horticulture service for people who have experienced serious mental health conditions.

Responsibilities include:

1. Delivering a Recovery Service

- Carry out initial assessments, inductions, and regular reviews to support service users' planning, setting and review of recovery goals using recovery orientated practice
- Support people to settle into the recovery service at the garden and throughout their time with the service, encourage and support people in the work undertaken
- Use agreed methods to assess and measure outcomes, record, monitor and evaluate progress including self-reported outcomes
- Maintain written records
- Liaise with external agencies, professionals, other services and carers as appropriate
- Share feedback on daily activity in the garden with other members of the team, both staff and volunteers
- Facilitate and guide small groups carrying out horticultural tasks, land based activities appropriate to the group's needs
- Actively create and support an inclusive environment where people can develop self-confidence and self esteem

2. Looking after the garden site

- Assist the Recovery Service Manager in the daily planning and delivery of activities and maintenance of the site
- As part of the garden team contribute to annual planning of site and garden maintenance including planting plans, cleaning and maintenance of equipment, gardening projects, care of animals

3. Maintaining standards

- Observe the requirements of Health and Safety legislation, follow procedures adopted by Bridewell to ensure a safe working environment for staff, volunteers, and people accessing the service
- At all times, follow Bridewell's policies and procedures, in particular those relating to boundaries, confidentiality, equal opportunities, and safeguarding

- As part of the garden team actively uphold the culture and ethos of the garden as a therapeutic setting including supporting and supervising volunteers and developing the practice of social and therapeutic horticulture
- Understand your role and impact in building and holding a healthy, effective and close working small team
- Recognise Bridewell's commitment to environmentally sustainable practices, in particular adhering to plans and regulations to maintain the organic status of the vineyard

4. Continuous Professional Development

- Attend regular supervision sessions, both one to one and group supervision
- Actively engage in new learning that will develop the impact of your role at Bridewell

Person Specification

Essential Requirement

- Previous experience of working in a mental health environment or supporting people who have experienced serious mental ill-health. Demonstrate the skills needed to look after yourself and others in these contexts
- Understand the need for and have the ability to maintain professional boundaries in a mental health setting
- Have a clear understanding and experience of the role of the therapeutic relationship
- Ability to communicate effectively and sensitively with a wide range of people from different backgrounds including other staff, volunteers, service users, carers, external agencies
- Ability to work alongside and motivate volunteers and service users in an inclusive way
- Excellent team working skills, collaborative, diplomatic, open minded
- Ability to work under own initiative, take responsibility for decisions, be flexible in changing and challenging situations
- Demonstrate a passion for nature, gardening, or working in the outdoors and ability to build your knowledge
- Ability to report on and record case notes both verbally and in writing
- A desire to learn and apply new learning in you practice

Desirable

- A working knowledge of the mental health system
- Experience or learning of social and therapeutic horticulture
- Experience of planning and delivering therapeutic sessions in another setting
- A basic level of horticultural knowledge
- Hold a valid minibus-driving permit or be prepared to take the Oxfordshire County Council minibus test

General Requirements

- You must hold a valid driving license
- This role is subject to a DBS check and references