

## JOB DESCRIPTION

<b>Job title:</b>	ESCAPE Discovery Garden Project Worker (Temporary Contract until March 31st 2023)
<b>Service:</b>	Norfolk and Suffolk Projects
<b>Salary:</b>	Grade 1 point 7-10: £18,278 - £19,666 FTE (£5,928.00 - £6,378.16 per annum)
<b>Hours:</b>	12 hours per week (part-time), with opportunities for overtime (To include 2 x 5 hour sessions on site)
<b>Location:</b>	Discovery Centre, King's Lynn
<b>Responsible to:</b>	ESCAPE Service Co-ordinator

The ESCAPE Project has been working with the local community in Swaffham for almost 12 years providing social and therapeutic horticulture as a mechanism for alleviating social isolation and improving the physical and mental wellbeing of participants. In 2019 the project extended to developing a community garden at the North Lynn Discovery Centre in order to provide similar support services to the local community.

The successful applicant will be working at the Discovery Garden and with the ESCAPE team to support members of the local community to maintain and develop the garden in King's Lynn, which will provide opportunities to a variety of service users experiencing difficulties in their lives.

Involvement in the project will aim to address the needs of disadvantaged groups in the community, including those with neurodevelopment disorders, older people, long-term unemployed, young people who are not in education, employment or training and adults with mental health problems or learning disabilities.

The project will demonstrate how social and therapeutic horticulture facilitates social and health benefits which make a real difference to the local community.

### **Social benefits:**

- The garden will engage the whole community, crossing barriers including language and disability, and connecting generations.
- It will develop social skills, friendships and support networks.
- It will promote integration and inclusion by bringing people together from different backgrounds, strengthening the community.

### **Health benefits:**

- The mental health benefits of gardening are many and diverse, including significant reductions in depression and anxiety, and improved social functioning (Buck, 2016).

- It will encourage people to be outdoors, providing exercise, including digging and preparing flower beds, thereby improving fitness, reducing obesity and conditions such as diabetes and heart disease.
- It will promote healthy eating by teaching people where their food comes from and how to cook using fresh produce.
- Engagement will increase self-esteem and confidence, improving mental health and wellbeing.

### Principal Accountabilities:

1. To work with service users, volunteers, and partner agencies and services to maintain the ESCAPE Discovery Garden in King's Lynn (and very occasionally the ESCAPE Allotment in Swaffham. Mileage will be paid when travelling to Swaffham).
2. An essential element of the role is to work with a wide range of service user groups, particularly targeting those who are neurodiverse. To promote the physical and mental health benefits of horticulture and spending time outdoors and encouraging them to share their knowledge and skills.
3. To support service users to access the allotment, participate in the project and engage in opportunities that enhance their wellbeing, including training opportunities, workshops and cooking.
4. To work as part of the ESCAPE Team, working collaboratively with the Service Coordinator, the Teacher/Support Worker, the other Project Worker and the Sessional Workers to ensure all resources are used effectively and to plan for future activities. To join team meetings and attend training.
5. To liaise with other voluntary and statutory partners to engage the local community in the development and use of the allotment and encouraging them to refer.
6. To support volunteers to assist in the development of the project and to support service users to become volunteers where appropriate.
7. To collect monitoring and evaluation data to evidence the impact of the project and report to funders and to inform future funding applications.
8. To be able to evidence Family Action's values at all times, which underpin Family Action's mission of building stronger families' by:
  - a) Being **people** focused
  - b) Reflecting a '**can do**' approach
  - c) Striving for **excellence** in everything we do
  - d) Having **mutual respect** for everyone we work with, work for and support through our services
8. To ensure you have an understanding (appropriate to your role) of, and comply with Family Action's procedures for promoting and safeguarding the welfare of children and vulnerable adults.

9. To comply with Family Action's Equality & Diversity Policy and Ethical Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.
10. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
11. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.

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## Person Specification

1. Experience of working with a range of service user groups. Particularly, vulnerable adults with complex needs (which can include, neurodevelopment disorders, mental health issues, homelessness, addiction, social exclusion, isolation, learning disabilities and physical ill health), children and families, older people, long term unemployed and young adults not in education, employment or training.
2. Knowledge of organic gardening practices and, ideally, a Horticulture qualification.
3. An enthusiasm for working outdoors in all weathers and for growing your own food and cooking.
4. Self-motivated, well organised, enthusiastic and reliable with an ability to work within a wider team and alongside volunteers.
5. A willingness to be flexible in working across the projects in King's Lynn and Swaffham, in consultation with the Service Coordinator to respond effectively to participants' needs.
6. Excellent communication skills and an ability to work effectively and appropriately with service users, volunteers, staff and professionals from other organisations.
7. Good I.T skills with an ability to record monitoring data, write short, clear reports, provide regular updates for staff and funders, use Microsoft Teams and use emails confidently.
8. An ability to participate in short presentations to promote the work of the ESCAPE Project to funders, participants and partners.
9. Knowledge of other local support services within the voluntary sector as well as statutory services and an ability to make referrals and signpost.
10. Knowledge and experience of safeguarding issues including understanding how to refer a safeguarding concern and respond effectively.
11. To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:
  - a) Being **people** focused
  - b) Reflecting a '**can do**' approach
  - c) Striving for **excellence** in everything we do
  - d) Having **mutual respect** for everyone we work with, work for and support through our services