Social and Therapeutic Horticulture (STH) Practitioner

Job Description

Location: Thrive, Beech Hill, Reading,
Reports to: Senior STH Practitioner
Hours: Full-time **(**35 hours**)**
Contract: Permanent
Salary: £25,102 per annum

Purpose

To deliver STH programmes working with people and plants to improve an individual's physical and psychological health, communication and/or thinking skills.

To work with groups of Client Gardeners in establishing personalised goals and supporting Client Gardeners in achieving their objectives.

Working in line with Thrive's aims and objectives to maximise the impact of services which improve lives. Support revenue raising initiatives, such as corporate volunteering opportunities.

Relationships

- Reporting to the Senior STH Practitioner
- Working with groups of Client Gardeners facilitating time in nature, a positive social environment and meaningful occupation
- Working as part of the team of STH Practitioners to deliver Thrive programmes ensuring effective use of space and resources
- Liaise with other Reading staff to enable smooth operations
- Work with and support Thrive's volunteers who form a key part of the delivery team

Client programmes

- Planning and delivering sessions for Client Gardeners, using gardening tasks to enable Client Gardeners to achieve their aims.
- Create and follow Personalised Plans for Client Gardeners
- Assess progress with Client Gardeners and feed into reviews with outside agencies against identified needs and outcomes
- Complete necessary paperwork, including the recording and monitoring of client attendance, observations and progress
- Take responsibility for health and safety during group activities and report incidents in a timely manner.

Horticulture and conservation

- Select and use plants and horticultural activities to meet the needs of Client Gardeners. Facilitating good horticultural principles and providing variety and choice.
- Ensure garden spaces offer a wide range of activities and are maintained to required standards.

Outreach and promotion

- Undertake client programmes in other locations within the region, on occasion.
- Welcome visitors and those seeking information to the site and provide briefings and information, as appropriate.
- Run and/or assist with, promotional displays, Open days and special events on and off site.

Corporate Days (as needed)

- Work with the Senior STH Practitioner to identify and plan suitable tasks for corporate groups to undertake in the gardens
- Enthuse corporate volunteers regarding the work of Thrive and share information about our work with those participating.
- Lead groups of corporates in the garden, ensuring a positive and professional experience when required
- Work coherently with other garden users, such that the works completed by the corporate groups supports our delivery.

Quality STH Delivery

- Participate in the Professional Body for STH, conforming to the code of conduct.
- Commitment to personal CPD
- Operate in line with Thrive's Quality Standards for STH delivery
- Taking responsibility for ensuring the quality of monitoring and evaluation of client progress within the team and instigating Monitoring & Evaluation activities in line with the annual plan.

General Responsibilities

- Work in co-operation with local and national teams
- Work in accordance with Thrive policies and procedures at all times
- Attend other activities associated with Thrive, including team meetings, national events and staff conferences
- Take joint responsibility on a day-to-day basis for the project buildings and gardens so that they remain clean, tidy, attractive, and safe
- Support the review and maintenance of tools and other equipment to meet the needs of the project.
- Undertake such other duties as may reasonably be required from time to time, given the nature of the project and of the overall functions of the STH Practitioner.

This list is not exhaustive. Amendments and additions may be required in the future, in line with policy and other changes

Successful appointment to this post will be subject to satisfactory references and a criminal record check from the Disclosure and Barring Service.

Person Specification

Area	Essential	Desirable/Useful
Skills and Knowledge	• Understanding of the practice of Social & Therapeutic Horticulture • Good horticultural knowledge and ability to instruct others in horticultural tasks • Ability to handle sensitive issues with compassion and impartiality • Interpersonal and communication skills and the ability to build rapport with a diverse range of people • Understanding of health and safety and Safeguarding when working in an outdoors setting and with clients with support needs	• A recognised Horticulture qualification (such as RHS level 2) • Have or willing to work towards a recognised qualification in Social and Therapeutic Horticulture • Experience/willingness to drive minibus.
Experience	• Experience of working with people with support needs or health conditions, including learning disability and/or autism, people with long-term health conditions, mental health needs, dementia or disabilities • Experience of supporting volunteers • Experience of leading practical gardening activities in a community/group setting, including with people with a range of support needs. • Experience of managing a garden space throughout the seasons	• Monitoring and evaluation of health or social care outcomes.
Personal Attributes	• Ability to build rapport • Ability to maintain professional boundaries when working with service users and their carers in a social care setting • Strong verbal and written communication skills • Strong personal organisation and co-ordination skills • IT skills • Ability to work on own initiative • Able to work well with others and work as part of a team • Flexibility in the working environment	
Other	• Committed to the aims of Thrive • Committed to developing self and others • Willing to undertake some out of hours work	

Overview of Terms of Employment & Benefits

Salary: £xxxxxx

Contract: Permanent

Location: Based at Thrive, Reading in Trunkwell Park. Occasional days will be spent at outreach centres within surrounding area, requiring some travel. The role will involve occasional travel to the Thrive Centres in London and Birmingham.

Working hours: a normal working week is 35hrs, Monday to Friday, between 8.30am-4.30pm (core hours 9am – 4pm) with flexibility of start and end times with prior agreement. Some flexibility of working hours may be required and given the nature of Thrive's services working on evenings or Saturdays and Sundays is occasionally undertaken, in which case days off in lieu may be granted.

Probationary period: there is a probationary period of 6 months for new employees, with reviews at 3 months and 6 months. Thrive may extend this period of probation if necessary.

Holidays: annual holiday entitlement is 25 days, rising to 27 days after 5 years, pro rata for part time employees. In addition to annual holiday entitlement, you are entitled to all statutory holidays and bank holidays, or if work is undertaken on those days you are entitled to straight days off in lieu.

Sickness absence: Full salary for the first 20 days; half salary for the next 20 days; subsequent absences at nil salary (apart from any SSP entitlement) until return to work.

Pension: you will be automatically enrolled into Thrive's contributory pension after 2 months employment. Thrive's contribution to the pension scheme is 4% of gross salary and you will be required to contribute a minimum of 4%.

Death in Service Benefit

Employee Assistance Programme: The EAP offers a range of services that are designed to offer you a happy and fulfilling life. This includes access to free counselling services and several information helplines.

Wisdom App: Offered as part of the EAP, this health and wellbeing app provides an enhanced set of proactive wellbeing tools and engaging features, designed to improve mental and physical health by using personal metrics to set goals and measure achievements. Other discounts and benefits are also available via bright exchange on the wisdom app.

To Apply:

Please send your CV and a written statement explaining how you meet the person specification and what you will bring to Thrive, to recruitment@thrive.org.uk Closing date for applications Friday 4th December. Interviews are anticipated to take place on Thursday 10th December (TBC).

For enquiries related to this role, please contact: recuitment@thrive.org.uk

To achieve our goal of engaging as many people as possible in 'gardening for health', we know that our employee team needs to better reflect and represent all our communities. Therefore, we particularly welcome applicants from a Black, Asian and Minority Ethnic background, and disabled people, as these groups are currently under-represented among Thrive's employees.

Thrive are a Disability Confident Employer and as such we are committed to the employment and career

development of disabled people and will offer an interview to give you the opportunity to demonstrate your abilities at an interview, if you declare that you have a disability and meet the minimum criteria for the job.

By 'minimum criteria' we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence required for each competency as well as meeting any of the qualifications, skills or experience defined as essential.

Successful appointment to this post will be subject to satisfactory references and Disclosure & Barring Service checks. Thrive complies fully with the DBS Code of Practice. Having a criminal record will not necessarily prevent an individual from working for Thrive.