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| **LAURISTON FARM JOB DESCRIPTION** |
| **Job Title:** Social Farming Support Worker |
| **Salary:** £24,375 p/a |
| **Hours per week / Contract type:** 37.5 / permanent |
| **Team:** Social Farming |
| **Reporting to:** Farm Director |
| **Location:** Lauriston Farm, Goldhanger, Essex, CM9 8AH |
| **Purpose of role**  To manage supported interns (four days per week) and co-workers (one day per week), assuming responsibility for their learning and health and safely whilst on the farm, reporting on progress and being the link between the farm and their carers / guardians or College staff as applicable. |
| **Duties & Responsibilities specific to this post:** Coaching and training:  * Teaching, coaching and supervising supported individuals with SEND to successfully fulfil a variety of job roles on the farm, breaking down or adapting tasks where necessary to help the individuals overcome any barriers to them being able to complete the task. * Giving clear and specific constructive feedback, both positive and negative, in a way that builds confidence whilst ensuring the individual has a clear understanding of what is expected of them. * Communicating with individuals to understand their goals, ambitions, strengths and personal barriers, assisting them to use their strengths and where appropriate overcome barriers * Working with Community College Initiative (CCI) and Lauriston staff to agree & communicate goals, ensuring supported interns have the right support to enable them to succeed * Helping individuals in the development of motivation, skills, social and life skills. * Monitoring and evaluating interns’ progress through regular observation and review meetings. * Modeling effective communication and coaching to other staff members, advising them on how they can support colleagues with SEND  Development of workplace systems and resources to support people with SEND  * Advising on workplace fixtures and fittings for people with disabilities. * Providing accessible training and resources to enable interns with SEND to work independently. * Communicating the needs of interns to the key staff they will be working with. * Writing and updating individual risk assessments as required.  Administrative & HR support  * Developing effective employment support plans. * Supporting individuals in collaboration with CCI to make applications to Access to Work for funding to support their needs in the workplace * Keep records and documentation and prepare appropriate reports. * Provide coaching in effective job search techniques.  Safeguarding  * Safeguarding the young people and vulnerable adults who come to the farm, reporting concerns promptly according to the Safeguarding policy and procedure.  Develop specialist knowledge and expertise  * Develop and maintain knowledge of current issues and best practice in supporting people with SEND. * Represent and promote Lauriston Farm and act as an ambassador both internally and externally. * Make active use of information and resources gained via personal networks to inform the development of this role.   **Duties & Responsibilities for all posts**   * Demonstrate and promote the values of Lauriston Farm Limited. * Work in accordance with all Lauriston Farm policies including financial and equality & diversity * Commit to continual professional development * Play an active part within the wider Lauriston Farm team * Perform other duties occasionally assigned to you to ensure the smooth running of the farm * With consent from individuals, contribute regular information and photographs for the farm’s social media |
| **Key Working Relationships**   * Supported interns * Co-workers * Carers and guardians of co-workers and supported interns * Designated CCI staff * All farm staff |

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| **PERSON SPECIFICATION** | **Essential or Desirable?** |
| **Experience, knowledge & skills**   * Experience of working with people with a range of learning disabilities and autism * Experience (personal or professional) and love of outdoor working, undertaking some form of animal care, horticulture, gardening or conservation in all weathers * Experience of mentoring or supporting colleagues to improve and develop through clear and specific feedback * Knowledge of learning difficulties and how they might present in different individuals, and the strengths and challenges they may have * A positive, empathetic and can-do view of the potential, talents and abilities of people with SEND and high expectations of what they can achieve, along with an ability to engage and motivate their learning and development to improve their future life chances * Excellent critical thinking skills and the ability to think on your feet to adapt tasks and plans where necessary * Experience in writing risk assessments and evidencing an individual’s performance including witness statements. * Good IT skills (including Word, Excel, Outlook, PowerPoint) and photography through tablet. * Self-motivated to work on own initiative and as part of a team * Good oral, written and interpersonal communication skills, including an ability to build relationships and engage effectively with stakeholders at all levels * An innovative, flexible and enthusiastic work ethic, including a willingness to attend a maximum of three weekend trustee meetings plus the AGM each year * Committed to the Lauriston Farm values of conservation and chemical free farming and able to communicate these values to supporters and stakeholders * Ability to self-reflect, multitask, prioritise workload and meet deadlines, as well as developing new skills and taking on new areas of responsibility * A successful track record demonstrating significant experience in supporting individuals with SEND * A passion for biodynamic or organic principles and a keen interest in anthroposophy * Experience of working in an education setting as well as an outdoor   workplace environment | E E  E  E  E  E  E  E  E  E  E  E  E  D  D  D |
| **Qualifications**   * Full driving license or own means of transport to travel to work * Training or qualifications in supporting people with SEND | E  D |