**FULL TIME VACANCY (37.5 hrs/week)**

**SOCIAL FARMING SUPPORT WORKER**

Lauriston Farm is a 210 acre community owned, charitable biodynamic organic farm near Maldon in Essex. It is home to rare breed cattle and sheep, vegetable growing, conservation work and domestic gardening. We work alongside young people and adults with learning disabilities and/or autism (LDAs) in every aspect of the farm work and are committed to becoming a Camphill Community, being inspired by anthroposophy.

The vacancy will work within two streams - our land based Supported Internship program for 18 to 25 year old individuals with special educational needs (SEND) and our Day Placement program for LDAs. We are seeking someone with a strong interest in farming and gardening who will take instructions on biodynamic farming and gardening from our experienced staff and supervise, instruct, monitor, evidence, evaluate and seek future employment for each intern and develop meaningful work for our Day Placements. The role requires empathy for LDAs and young people with SEND, excellent communication skills and enthusiasm for outdoor work. Previous experience in working with LDAs and young people with SEND is essential, possibly in an educational setting or as a Job Coach. Personal or professional practical experience in animal care, horticulture and domestic gardening is also essential as well as a keen interest in biodynamic organic principles and practice. Further training will be provided to understand the principles of Supported Employment through BASE ([www.base-uk.org](http://www.base-uk.org)).

To apply, please send your current CV, along with a letter of application detailing how you match the person specification, by 5pm on Monday April 3rd. to Jenny Chittenden (Society Secretary) [secretary@lauristonfarm.co.uk](mailto:secretary@lauristonfarm.co.uk)

Interviews will be in April with a start date in June. For further information please contact Spencer Christy (Farm Director) [spencer@lauristonfarm.co.uk](mailto:spencer@lauristonfarm.co.uk) or 01621 788348.

March 8th 2023

**JOB SUMMARY**

The 210 acres of biodynamic-organic certified farmland, including pasture, livestock, horticulture, salt marsh, woodland, domestic gardens and extensive conservation habitat is managed by Lauriston Farm Limited – a Charitable Community Benefit Society. Our experienced farm employees and volunteers work alongside LDAs in all aspects of the farm work.

As part of this, we have developed a supported internship program with Community College Initiative (CCI) in Chelmsford and Essex County Council to help young people with SEND embark on careers in agriculture, horticulture and domestic gardening. We also have a Day Placement program for LDAs

You will undertake the job coaching of interns and use the train and fade model of supported employment. You will support the interns to learn different tasks in modules on animal care, horticulture and gardening. You will liaise closely with existing staff members, taking instruction from them on the task to complete and how to undertake it. Sometimes this will be through direct supervision, and sometimes this will be done by providing students with accessible training and resources to enable them to fulfil the tasks independently, safely and efficiently. You will also create meaningful day placement work based on job carving of existing roles within the farm.

You will bring knowledge and experience of working with young people and adults with a range of learning disabilities and /or autism and will be skilled in helping them to overcome barriers that might make the world of work more challenging. You will be skilled at breaking down or adapting tasks to help the person be successful in completing them effectively and understand the academic requirements involved in evidencing and writing witness statements.

You will also have high expectations of what individuals will be able to achieve with the right support and reasonable adjustments. You will be able to give clear and specific constructive feedback, both positive and negative, in a way that builds confidence at the same time as ensuring that the individual meets workplace expectations around productivity and behaviour.

You will also be able to communicate effectively and work effectively as a team with other members of staff working in diverse roles across the farm in order to advocate for the individuals you are supporting and to advise staff on how they can support LDAs and young people with SEND to be successful and happy in their roles.

You will be responsible for safeguarding the young people and vulnerable adults on the internship and day placements and should be competent in undertaking risk assessments.

The role will involve significant autonomous working, as well as working with other members of staff across the farm and requires you to be a passionate ambassador for the Society and its work.

The role also involves working outside in all weathers, all year round, so a love of being outdoors and the ability to complete physical tasks is essential. Previous experience of animal care, vegetable growing and domestic gardening is essential, and it is desirable to have a passion for biodynamic and organic principles.

Lauriston Farm Limited is committed to safeguarding and promoting the welfare of children and vulnerable adults. Applicants must be willing to undergo protection screening appropriate to the post, including checks with past employers and an enhanced DBS disclosure.

Please note this post is ‘exempt’ from the Rehabilitation of Offenders Act 1974 and therefore, you will be required to declare any convictions, cautions, reprimands and final warnings that are not ‘protected’ (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). The amendments to the Exceptions Order provide that certain ‘spent’ convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account.

Guidance and criteria on the filtering of these cautions and convictions can be found on the Disclosure and Barring Service website.

## Hours and salary

Normal working hours are 37.5 per week, Monday to Friday, 9am to 4.30pm. Of this, 22.5 hours per week will be spent with the interns, 7.5 hours per week with day placements and 7.5 hours per week of administration time. The internships last for 42 weeks per year and day placements 49 weeks per year, Holiday must be taken outside the training weeks and coordinated with the students. Internships can start any time of the year but it is normally September. During the ten week gap between interns you will help with other social farming and gardening work as well as running taster days, correspondence and paperwork for prospective new interns and day placements.

The annual salary is £24,375 (£12.50 per hour). For the right candidate, on site accommodation could be provided.

## Location

The post will be based at Lauriston Farm, Lauriston Farm Chase, Maldon, Essex CM9 8AH. On days where no direct supervision is required there may be the flexibility for the postholder to work from home.

## What do we offer?

* The chance to join a community owned charitable co-operative with environmental and social justice at its core.
* Competitive salary
* 28 days holiday (including bank holidays)
* Contributory company pension
* A supportive and collaborative working environment