Job Description

POST:	Farm Assistant – Community Gardening
RESPONSIBLE TO:	Skills and Wellbeing Lead.
KEY RELATIONSHIPS:	Strategic Community Lead, Farm Lead, Sessional Staff and volunteers, farm service users, general public, young people, academies and other community partners
LOCATION:	Oasis City Farm Southampton
WORKING PATTERN:	16 hours per week
GRADE:	F
JOB PURPOSE:	Be part of the farm team, particularly supporting the development of the garden on the farm site and working with the Oasis academies, pre-school and other community sites to support the development of community gardens beyond the farm. Running activities for young people and adults with learning disabilities on the farm, introducing them to the garden and developing skills in this area.
DISCLOSURE LEVEL:	Enhanced

Organisational Context:

Oasis City Farm Southampton is situated on a beautiful 5 acre site in the middle of Millbrook, Southampton. This is one of the most vulnerable communities in Southampton; ranked in the top 17% of most deprived local authorities in England. It is a registered charity as part of the Oasis Community Hub Lord's Hill, a member of the Oasis family, a national charity focused on transforming communities. It is a much-loved educational site, visitor attraction hidden Oasis, and award winning charity. We aim to transform our community through a variety of inclusive, accessible, and wellbeing boosting activities that include youth, community and therapeutic education programmes.

Oasis City Farm Southampton is home to over 50 rehomed, rescued, and lifelong animals including Pygmy Goats, Pigs, Chickens, Ducks, Shetland Sheep, Golden Guernsey Goat, Nubian Goats, Rabbits, Guinea Pigs, and a variety of Reptiles. We also have an extensive garden growing produce and flowers and access to a woodland. During the week the farm offers activities for school / group visits, alternative provision, home education, toddlers and a popular adult day service. At the weekend and school holidays the Farm and its Café are open to the public with free feeds, talks and activities scheduled throughout the day.

Responsibilities

1. To coordinate the use and development of the garden at Southampton City Farm, with produce being sold, used for the animals, and used as part of cooking educational activities.
2. To support the development of community garden spaces, from initial planning and planting to groups feeling equipped to sustain their gardens independently.
3. To deliver activities alongside the young people and adult farmers in the garden, working in collaboration with our skills lead to develop skills and well-being.

Specific Duties

On the Farm Site

- To work with the farm lead and volunteers to plan the development, maintenance and sustainability of the farm garden.
- To plan and deliver sessions for young people, day service users and public groups that build knowledge, confidence, expertise and wellbeing through the garden
    - creating session plans that support the needs knowledge and skills of different groups.
    - ensure resources are in place for all sessions.
    - undertake risk assessments and maintain safety throughout the sessions.
    - To coordinate and support the farms garden volunteer team.
    - To plan the growing rota for each year, building these plans into session plans.

In the Wider Community

- To work with the Strategic Community Development Lead and Farm Community Lead to engage with other groups in the community to develop and deliver 5 community gardens over a 2 year period.
    - Run introduction sessions in gardening for those linked to local partners who are developing these community garden spaces.
    - Work with these partners on their land to design and deliver community garden sites, drawing together and equipping a local core team of volunteers to maintain and sustain the garden for the long term.
    - Run a programme of community sessions, working alongside the core teams, identified above, to engage the community in these new garden spaces. Aiming to support the engagement of a group of approximately 6 people for 6 weeks 3 times a year for each garden.

General duties:

Due to the diverse nature of the farm, and the wide range of activities that take place, what follows is a list of the general duties required. However, these will differ depending on the day of the week, and current needs of the farm.

- To support with the general day to day running of the farm. To include ensuring the building is clean, safe, and organised, engaging with the public and volunteers.
- Ensure all activities are accurately recorded in line with our monitoring and evaluation processes and share best practice.

- To work closely with the leadership team to make sure all sessions, are enriching, safe, and engaging.
- Ensure all Oasis Policies and Procedures are applied and followed for all activities.
- To build positive and supportive working partnerships with the local community, partners, other youth organisations and the wider Oasis team.
- Participate positively and proactively to briefings, debriefing and team-training meetings, adding creative ideas and sharing best practice as appropriate.
- Contribute to the development of the farm vision, values and aims and to abide by agreed professional behaviours, attitudes and standards.
- Actively participate in a CPD programme which supports your development
- Be a tangible portrayal of the Oasis ethos – modelling, teaching and representing our Oasis ethos values of inclusion, equality, relationships, hope and perseverance.

Safeguarding children, young people and vulnerable adults

- OCP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Employee:		**Line Manager:**	
Print Name		**Print Name**	
Date		**Date**	

Person Specification

	Essential	**Desirable**
Qualifications		Garden, volunteer, or youth based qualifications.
Experience, Skills & Knowledge	• Experience of working with children, young people and/or vulnerable adults • Experience of working in a horticultural or community setting	Experience of developing community projects Understanding of a community asset approach

	• Proven ability to work alongside others in projects that work with the general public. • Knowledge of child protection practices and health and safety • Previous experience of impact measurement using quantitative and qualitative methods. • Able to function in diverse settings and with a wide range of people • Presentation skills • Flexible approach to changes in circumstance and able to work unsocial hours • The ability to manage a range of different projects going on at the same time.	Experience in building work or carpentry to support the growth of the garden space.
Personal Qualities	• Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults • Ability to engage with people from different walks of life and inspire them to engage in gardening and to build a sense of team. • Willingness to undergo appropriate checks, including enhanced DBS checks • Willingness to work from community garden locations across Southampton as well as at the City Farm. • Ability to form and maintain appropriate relationships and personal boundaries • Emotional resilience in working with challenging behaviours • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.	