



BATH CITY FARM

Job title: Animal Therapy Project Assistant - Roots to Health
Hours of work: 14 hrs per week (Mondays and Wednesdays 9am to 4.30pm)
Contract type: 2 years fixed term (with the possibility of extension)
Payband: Band 5A. Salary £22,482 (pro rata £8,393)

Responsible to: Line managed by the Mental Health and Volunteering Project Lead

Responsible for: No Line Management responsibilities. Responsible for Volunteers

About us:

Situated on a beautiful 37-acre site, Bath City Farm is a charitable organisation, providing education, training and therapeutic activities to disadvantaged people in the local community, as well as a free-to-access visitor attraction for families and children.

From the beginning, our vision has been to build a healthy community rooted in nature, food, farming and each other. As a welcoming urban farm, we use our unique setting and targeted projects to educate, improve wellbeing and transform lives.

Our goals are to enable the development of skills and confidence, improve mental, physical and social wellbeing, and inspire environmental awareness. We aim to increase community engagement, offer a rewarding visitor experience, and educate people on farming, animal welfare and food production.

All staff are expected to carry out their roles in line with the Farm's core values:

- **Inclusivity and diversity:** our farm community is drawn from a wide range of different backgrounds and we promote a culture of respect for all.
- **Protecting the natural environment:** we work to increase biodiversity and promote environmental sustainability in all our activities and choices.
- **Valuing individuals:** we believe that each individual has unique gifts and talents, and we constantly look for ways to help them fulfil their potential.
- **Affordability:** as a founding principle, we believe it is essential that the farm remains free for all to access, and we strive to provide goods and services that are free or affordable to the community.

Overall purpose of job:

This role will support the delivery of the farm's successful Roots to Health project using nature-based interventions to support people to improve their physical, mental and social wellbeing. The post holder will help deliver the farm's Animal Care Therapy Project specifically tailored for people living with a mental health diagnosis. This role will work alongside the Livestock Coordinator, Adult Programme Manager and the farms Mental Health and Volunteering Lead to offer suitable animal care activities for a wide range of abilities.

Main duties and responsibilities

- Work with other staff to plan and supervise twice weekly volunteering sessions focused around animal care specifically for volunteers experiencing significant mental health problems. Many participants are referred through Community Mental Health teams and will be experiencing a range of complex issues relating to their diagnosis and personal circumstances. Some participants will be inpatients under section from Hillview Mental Health Unit who will attend the farm with a support worker.
- You will ensure participants work safely, are appropriately supervised and each have tasks suited to their individual abilities.
- Help with looking after the farm animals, animal enclosures, pathways, manure bays, animal care storage areas, making sure things are kept tidy and organised and well looked after. You will ensure all tools, equipment and materials are put away and the site is left tidy after activities.
- Plan practical activities alongside other team members (Adult Programmes Manager, Mental Health and Volunteering Lead, Site Manager and Livestock Coordinator)

Leadership and management responsibilities

- This post does not have line management responsibility for other members of staff.
- However, the post holder will be responsible for working with volunteers who may be vulnerable and at times may be the only or the most available member of staff to deal with problems.
- Where the post holder is building contacts and relationships with organisations and individuals outside the Farm they will need to represent the Farm in a professional manner.

Communications and relationships responsibilities

- To build strong trusted relationships with volunteers to enable them to feel fully supported and listened to. You will also ensure healthy boundaries are kept with and between volunteers.
- To work collaboratively and communicate well with the rest of the staff team to ensure the smooth running of the farm and projects.
- To represent the farm in a warm and welcoming manner to a wide variety of groups and visitors.

Fundraising, income generation and social enterprise responsibilities

- You will support the Livestock Co-ordinator to prepare animal related products i.e eggs, meat, animal feed for sale in the farm café and shop. You will also help with good signage around pens to encourage donations, animal adoptions and visitor interaction with animals.

Other key job elements or requirements to note

- Have an awareness of and work in accordance with our safeguarding policies for children and vulnerable adults.
- Pro-actively work with volunteers and staff to contribute to the farm's vision.
- Work closely with staff team to carry out a wide range of tasks to maintain the farm site and buildings, particularly the volunteer cabin and outdoor volunteer areas, to a high standard, ensuring the farm remains a safe and welcoming environment for all.
- Work within agreed policies and procedures, helping to ensure high standards of practice on the farm.
- Ensure activities meet with the Farm's legal requirements for health and safety, including planning and undertaking risk management.

Person specification:

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Experience of supporting people with a mental health diagnosis in a community and/or formal context. • Experience of working with volunteers and supporting their learning and development. • Experience of animal care in a community setting. 	
Competence, Knowledge and Skills	
<ul style="list-style-type: none"> • Good knowledge and skills of animal care and other practical land-based skills. • Ability to organise structured and meaningful tasks for volunteers to suit all abilities. • Excellent communication skills. • Effective and proactive approach to including all volunteers in activities. • Understanding of the issues faced by people living in disadvantaged communities. 	<ul style="list-style-type: none"> • Knowledge of the Twerton and Whiteway communities surrounding the farm. • Knowledge of city farms and how they operate.
Personal Qualities	
<ul style="list-style-type: none"> • Ability to communicate diplomatically and build trust and respect with a wide range of people at all levels. • Creative, innovative and passionate about the therapeutic benefits of nature-based interventions in mental health recovery. • The ability to maintain a professional attitude and boundaries in working with project volunteers, stakeholders, staff team and management committee. • Self-motivated, able to work unsupervised, to take initiative and to meet deadlines. • Resilient and adaptable to a changing work environment, and the ability to work confidently and flexibly through periods of development. • An ability to work as part of a small team. • Highly organised with good time management. • Commitment to the values and vision of the farm. • A non-judgmental attitude. 	