



BATH CITY FARM

Job title:	Youth Project Assistant
Hours of work:	12 hours/week (Weds 3.00pm-6.00pm, Thursday 12pm-5pm and Saturday 10am to 3pm)
Contract type:	1-year Fixed Term Contract with the possibility of extension
Salary:	Pay band 5A £22,482 (pro rata £7,194)
Responsible to:	Line managed by Programme Manager
Responsible for:	No line management responsibilities

This appointment will be subject to an enhanced DBS check.

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 job will play a vital role in the Children, Young People and Families team to ensure that we are able to deliver quality supportive services. You will work with a wide and exciting age range of 5-25, engaging with local children and young people from our immediate areas of Southdown, Whiteway and Twerton. These are classed as areas of high social deprivation, where you will have the opportunity to make a significant difference to the quality of life and opportunities.

Main duties and responsibilities

- Work with children and young people aged 5-25 years old to assist in the delivery of a wide range of animal care, gardening and educational activities at Bath City Farm.
- To improve the physical health, life skills, emotional well-being and self-esteem of local young people by engaging them in therapeutic animal care, gardening and conservation along with conservation tasks across our 37 acres of wildflower meadows and woodland and rare breed animals.
- Support the Outdoor Youth Project Coordinator and Outdoor Education Coordinator in running sessions for children and young people, including running small group activities independently.
- Contribute to the outreach of the farm by engaging young people and children in the local area through outreach work offsite.
- To raise the aspirations of young people by offering a variety of experiences and instilling a sense of ownership of the Farm and its activities.
- To support young people to improve their mental health, skills and wellbeing.

Leadership and Management responsibilities

- This post does not have line management responsibility for other members of staff but is required to provide support to other staff team members as applicable.
- This role will support children and young people to access activities

Communications and relationships responsibilities

- Work collaboratively and communicate well with the rest of the staff team to ensure the smooth running of the farm and projects.
- Represent the farm in a warm and welcoming manner to a wide variety of groups and visitors.

Fundraising, income generation and social enterprise responsibilities

- This role will help to support the delivery of our Saturday morning club for 5-11 year olds, which generates an income for the Farm.

Problem solving and autonomy

- To work with other members of staff, specifically the CYP team, to ensure the effective running of the project.
- To assist with livestock related tasks where necessary, for example, helping young people to groom a pony.

- To work within and to promote the aims and objectives of Bath City Farm, and to present a positive image of the Farm to the public.
- To work within agreed policies and procedures, helping to ensure high standards of practice on the Farm.
- To ensure activities meet with the Farm's legal requirements for health and safety, including planning and undertaking risk assessments/management
- To liaise with the public, members, and other individuals and organisations as appropriate.
- To help children and young people to thrive under our care by following our safeguarding procedures.

Other key job elements or requirements to note

- **Outdoor work:** This role requires the post holder to work outside in all seasons of the year. Ability to perform tasks of a physical nature, including lifting and kneeling; and to work outdoors in a variety of weather conditions (heat, humidity, cold) is required.
- **Work with animals:** This role will involve some practical work with animals, gardening, conservation work etc. as a means to engage children and young people.
- **Use of hand-held tools:** This role could involve use of tools used in garden and landscape maintenance work. All tasks are risk assessed for safety.

Person specification

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Experience working with a range of ages of children and/or young people. 	<ul style="list-style-type: none"> • Experience of working on similar projects • Experience of managing challenging behaviour and enabling supervised 'risky play' • Experience of working with farm animals
Competence, Knowledge and Skills	
Essential	Desirable
<ul style="list-style-type: none"> • Confidence to work with farm animals, and interest in nature and wildlife • Ability to share this knowledge through engaging activities • Ability to assist in the delivery age-appropriate outdoor activities for young people age 5-25 • Excellent communication skills • Effective and proactive approach to including all young people in activities • Ability to proactively problem solve 	<ul style="list-style-type: none"> • Knowledge of city farms and how they operate. • Understanding of the issues faced by people living in disadvantaged communities. • Practical skills in animal care, gardening and conservation work.

Personal Qualities

- An awareness and a passion for the environment
- Ability to communicate warmly and diplomatically, building trust and respect with a wide range of people, particularly children and young people
- The ability to maintain a professional attitude and boundaries
- An ability to work as part of a small team.
- To be dynamic and use initiative to anticipate tasks.
- Organised with good time management.
- A non-judgmental attitude.
- Commitment to the values and vision of the farm.
- Innovative and passionate about supporting children to realise their potential.