



Huckleberries Nurture Farm

Job description: Therapeutic Support Assistant

Job title: Therapeutic Support Assistant (TSA)

Hourly rate: from £14.28 ph, Pay Scale 6 to 7

Contracted hours: 13 hours per week over 2 days (6.5hpd), for 36 weeks per year. Term time only.

Reporting to: Managing Director

Safeguarding

Huckleberries Nurture Farm is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check and satisfactory references. Everyone who works at Huckleberries Nurture Farm has the responsibility for promoting the safeguarding and welfare of children. In practice this means:

- Being aware of our policies and procedures regarding Child Protection and Safeguarding
- Becoming aware of the signs and symptoms of abuse by attending relevant training
- Reporting all causes for concern to the Designated Safeguarding Officer
- Ensuring the safety of all children who attend Huckleberries Nurture Farm
- Carrying out risk assessments in consultation with the staff prior to activities

Job purpose

Huckleberries Nurture Farm works with children struggling with their emotional and mental wellbeing. We provide a calm, supportive and caring environment for children from 5 to 13 to develop a sense of belonging, mastery, independence and generosity, by connecting with themselves, each other and nature so they can learn to love who they are, be themselves and build their resilience.

Surrounded by nature, we combine the benefits of being and working outside, promoting therapeutic connections with animals, each other, growing, and beekeeping, alongside art, play and wellbeing practices, to help enhance each child's emotional well-being.

Huckleberries is a trauma informed organisation, and through our work we aim to:

- Boost self-esteem, resilience, self-awareness, and positive affect, through self-challenge, reflection, working with the animals, nature and each other, mindfulness, yoga, growing, art, play, and discussion.
- Take a strengths-based approach which seeks to understand and respond to the impact of trauma on children's lives, providing a safe and secure place to empower each child to re-establish control.

The Therapeutic Support Assistant will support children who attend our nurture groups. They will work with groups of children, and in 1:1 sessions, as determined by the needs of the children attending. The TSA will help to scaffold the children's learning so that they can achieve, take appropriate risks and build their resilience. They will ensure sessions run smoothly and deliver the objectives for the day, working alongside, supporting, and being guided by the Nurture Group Leader (NGL).

Working with children and young people the TSA will ensure the safeguarding and wellbeing of those who attend Huckleberries, delivering an exciting and engaging nurture programme that focuses on our wellbeing curriculum.

In collaboration with the NGL the TSA will deliver interventions to enable children to grow and recover, and meet their targets. They are the outward face of Huckleberries to parents, school staff, and commissioners, and will act as an ambassador for Huckleberries at all times.

Duties and Responsibilities

The Therapeutic Support Assistant will:

Therapeutic teaching and learning

- Provide therapeutic care for children attending Huckleberries, ensuring their physical and emotional well-being.
- Cultivate within each child the sense that Huckleberries is a safe 'place to be me', where adults can be trusted.
- Engender a trauma informed approach to help each child feel safe, recover and thrive, and to help colleagues feel supported by and able to support each other.
- Demonstrate empathy and compassion to others, to enhance collaboration and support well-being amongst the children, Huckleberries staff, practitioners, volunteers, school staff, and parents/carers.
- Demonstrate an informed and efficient approach to therapeutic teaching and learning by adopting relevant strategies to support the work of the NGL, and increase overall wellbeing of all children, including those with special educational needs and disabilities (SEND)
- Assist in delivering the daily programme, embedding the core values (Belonging, Mastery, Independence, and Generosity), and the nurture curriculum, through therapeutic activities, tending to the animals, cultivating an appreciation of nature, art, growing, the outdoors and mindfulness practices, literacy, numeracy, science and the arts.
- Use their area(s) of expertise to contribute to the delivery of group or 1:1 learning activities
- Promote sustainability, equality, diversity and inclusion, across all aspects of Huckleberries work.
- Support the delivery of the nurture curriculum, and enable children to achieve their full potential
- Use effective behaviour management strategies consistently in line with Huckleberries policy and procedures to ensure a safe and nurturing learning environment for all children
- Organise and manage resources to help maintain a stimulating and safe learning environment
- Observe each child's performance, and pass observations to the Nurture Group Leader
- Supervise the session if the NGL is temporarily unavailable
- Undertake any other relevant duties given by the NGL

Planning

- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of children's performance and progress
- Read and understand session plans shared in advance
- Help prepare the setting for the day and tidy up during and at the end of the day leaving the site clear, clean and ready for the next day.
- Use their area(s) of expertise to contribute to the planning and preparation of learning activities, or in the delivery of 1:1 sessions
- Use allocated time to devise clearly structured activities that interest and motivate children, and align with Huckleberries objectives and curriculum
- Plan how activities will support the inclusion of pupils in the learning activity

Working with staff, parents/carers and relevant professionals

- Communicate effectively with staff members, other school's staff, and children, and with parents and carers under the direction of the NGL
- Communicate their knowledge and understanding of children to staff to facilitate informed decision making on intervention and extending provision/support
- Understand their role in order to work collaboratively with the NGL, volunteers, wellbeing practitioners and the MD.
- Develop effective professional relationships with colleagues, provide clear and consistent boundaries to others, and exhibit role model behaviour

Safeguarding, health and safety

- Promote the safeguarding of all children
- Uphold statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies, including ensuring compliance of visiting school staff, parents/carers and other visitors, prompt reporting of concerns following safeguarding procedures, and non-attendance.
- Ensure compliance with health and safety, safeguarding, data protection, and other statutory regulations and promote the safe, healthy and compliant operation of the site, for example through appropriate use of tools and equipment, reporting any faults to the MD.
- Support the NGL on accident and emergency incident response, in line with procedures.
- Ensure high standards in animal health and welfare and contribute to animal caretaking during each session.
- Follow Huckleberries policies and staff code of conduct.

Professional development

- Help keep their own knowledge and understanding relevant and up to date by reflecting on their own practice, including mindfulness, liaising with staff, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from Huckleberries
- Keep up to date with Huckleberries policies and procedures and undertake training as required.
- Take part in Huckleberries appraisal procedures

Measures of success

1	Provide quality therapeutic, trauma informed, emotional, and practical support to children. Work closely with Huckleberries staff, practitioners and volunteers to deliver a cohesive, interesting and creative programme for children that enhances their emotional wellbeing and incorporates the nurture curriculum. Evidenced through: Monitored through supervision. Feedback from schools, parents and children. Progress of children as indicated by their termly Boxall Profile report and Strengths and Difficulties Questionnaires (SDQ)
2	Help every child to feel safe and secure at Huckleberries, and to meet their targets. Evidenced through: Child Feedback. Positive outcome against SDQs or targets
3	Compliance with procedures and reporting requirements Evidenced through: Monitored through supervision and compliance performance.

Person Specification/Competencies

Knowledge, experience, skills and attributes needed for the job. Essential competencies will be tested at application (A), interview (I) and probation (P) stage

Requirement	Essential	Desirable	Tested
Qualifications and/or experience of working with children with Social, Emotional and Mental Health (SEMH) needs or other vulnerable children or young people	x		AIP
Experience of own mindfulness/meditative practice		x	I
Understanding of psychological concepts and trauma informed approaches, supported by structured learning	x		AIP
Passion for working with children, the outdoors, nature and animals	x		AIP
Practical and/or bushcraft type skills, or the motivation to learn them	x		IP
Proven track record of successfully delivering services to or engagement with young people in a comparable role		x	IP
Experience of identifying and managing safeguarding issues relating to children and young people	x		AIP
Ability to help develop a range of resources to support work with children and young people		x	P
Ability to work collaboratively with team members to enhance service delivery and reputation of Huckleberries	x		AIP
Ability to think creatively, work independently and show initiative		x	IP
Good time management and personal organisation skills, reliable and punctual	x		AIP

Additional Information and Requirements

Relationships	Multi-agency working may be required
Physical & mental demands	The job is physically demanding and requires a good level of fitness and mobility. There is no 'indoors' other than stables, a welfare cabin and firepit shelter and compost loo. The postholder may be exposed to information about a child's situation and circumstances, which may be distressing, and they will be expected to engage with clinical supervision or other support, to build and maintain resilience and wellbeing.
Confidentiality	It is important to ensure information of a sensitive &/or personal nature is not disclosed to or discussed with inappropriate persons, and all information is held in accordance with GDPR and other legal requirements
EDI	All duties are undertaken in line with our EDI policy
H&S	Promote a health and safety culture, through activities, tool use, behaviour management, rules and procedures
Safeguarding	We are committed to safer recruitment and the safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. Enhanced DBS checks will be required
IT skills	Competence in use of technology is required, including MS Office applications, other internal and cloud storage systems

This job description serves to illustrate the type and scope of what is required for the above post and to provide an indication of the required level of responsibility. It is not a comprehensive or exclusive list and duties may be varied from time to time, they will not however change the general character of the job, or the level of responsibility entailed. This job description may be amended at any time in consultation with the postholder.

Date of last review: 15/02/2024