



Role: Trainee Gardener
Employed by: The Ridge SCIO

Reports to: Head of Gardens

Line Management Responsibilities:

- No direct line management but the post holder will supervise the garden related activities of some clients and volunteers, always in conjunction with the Head of Gardens and/or the Support Team

Contract Type:

8 hours per week comprising 2 x 4 hour morning sessions. One of these sessions will be a Monday and the other will be agreed with the postholder. This post is initially on a fixed term basis of one year.

The post holder may be required to work occasional weekends and will be expected to attend staff meetings (TOIL will be arranged if these fall on non work days).

Salary:

Payment is based on the Real Living Wage, currently £12:60 per hour

Benefits:

6.6 weeks annual leave including 8 days public holidays (pro rata)

Option to join NEST Pension Scheme

Access to Health Assured Employee Assistance Programme

Bike2Work Salary Sacrifice Scheme

Charity Worker Retail Discounts

PVG (Protecting Vulnerable Groups Scheme) Requirements:

The postholder will be required to have membership of the PVG Scheme because this post includes regulated work with vulnerable adults.

Background

In Dunbar and the surrounding villages it can be especially hard to find jobs, and to access support and training. We are 30 miles away from Edinburgh and the cost of public transport makes working and training in Edinburgh and its outskirts prohibitively expensive.

The problems faced by the more vulnerable members of our community whether it be substance abuse, mental health issues, or issues arising from poverty are all exacerbated by Dunbar's poor public transport system. The Ridge aims to provide local, effective, personalised and holistic support for local people to help them move beyond dependency towards contribution and fulfilment.

Across The Ridge, we aim to create jobs and training opportunities, primarily in Dunbar. We value our local heritage, in terms of both the natural and the built environment, and want to make sure that the current and future generations are able to appreciate and care for it.

We want to:

- provide training and support to help people find gainful employment locally
- develop a range of practical supports to allow more vulnerable members of our community to overcome barriers in accessing training and necessary interventions, to facilitate the fulfilment of their potential.
- provide training and support to give individuals the knowledge and skills to cook healthy food from scratch for themselves and their families, with a limited budget
- protect our local environmental heritage by creating a training garden within the historic Backlands site, respecting its historic significance, whilst also developing local skills and knowledge around gardening
- protect our local built heritage by creating a base of skills and knowledge to carry out restoration and
- maintenance of historic buildings.
- develop business uses for restored buildings, to create jobs and to provide income to make our projects sustainable
- promote and make available the personal health and well-being benefits of gardening stimulate our local economy by improving Dunbar town centre as a tourist attraction, as well as an attractive place for local people to live, work and shop

Purpose of role and main duties:

The Ridge SCIO (Scotland) is a charity, with social aims around delivering support and training in practical skills. We aim to help more local people to become employable and to create more jobs and businesses in key sectors including gardening. We also recognise the therapeutic value of gardening, and want to give local people the opportunity to access the physical, social and emotional benefits of working in a garden.

Our gardens are located centrally in Dunbar, ideally positioned for local people to be able to take advantage of them. We offer formal work placements for school pupils, and for the unemployed, but also want to offer opportunities to other groups and individuals to make use of the space to bring positive benefits to their lives and to the community.

This part time role will involve helping the Head of Gardens with all gardening aspects of our work. We are 100% organic (non certified) and make our own compost as well as using no dig methods.

The main duties of the postholder include (but are not limited to) the following:

- General Garden maintenance
- Care of vegetable and fruit garden, including sowing and planting
- Planning and implementing succession vegetable sowing to ensure production throughout the season, along with vegetable rotation
- Care and maintenance of equipment
- Keeping stock list up to date
- Maintaining control of weeds
- Ensure that Garden Lane is kept clear and swept
- Working with Head of Gardens and the Support Team clients and volunteers to maintain and manage the garden spaces and to aid the support of the development of The Ridge's Gardens
- Running, in conjunction with the Head of Gardens, four community engagement events per year
- To be well informed about The Ridge and The Ridge Foundations, and to be mindful of your role as an ambassador for the organisation.

The post holder is not responsible for providing support services to clients and it is important that they do not do so. All support work is carried out by our Support Team however the post holder will work with clients in relation to gardening only. It is therefore essential that the postholder is able to maintain appropriate boundaries with our clients.

This document outlines the duties required for the post to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties may be varied from time to time without changing the general character of the job or level or responsibility.

Person Specification

The successful candidate will have the following experience/skills/knowledge:

Enthusiasm for and basic knowledge of gardening	Essential
Ability to work independently and largely unsupervised	Essential
Friendly and approachable with empathy towards our clients	Essential
Have an understanding of and commitment to the social aims and objectives of The Ridge	Essential

The Ridge is a Scottish Incorporated Charitable Organisation, with a wholly-owned trading subsidiary, the Ridge Foundations Community Interest Company. To find out more about the Ridge, visit our website www.the-ridge.org.uk

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