



<b>Role Title:</b>	Sessional Worker
<b>Reports to:</b>	Project Managers (Jess or Rachel)
<b>Responsible for:</b>	The delivery of growing and creative outdoor sessions and workshops with a range of groups and abilities.
<b>Pay:</b>	£13.00-£13.50 depending on experience
<b>Contract length:</b>	Zero hours contract
<b>Based at:</b>	Wakefield Road Allotments, Dalton. Occasionally Crow Nest Park Dewsbury and Oakwell Hall. Scope to work on other sites around Kirklees too.

## About us

Founded in 2009, Growing Works is a charity based in Huddersfield, which works in and with local communities. Growing Works promotes good health in local communities by providing inclusive and creative opportunities to develop good physical and mental wellbeing. Growing Works delivers therapeutic outdoor activities for families with diverse needs as well as people in isolated and vulnerable circumstances and those with ill mental health.

Through this programme of gardening and outdoor activities the charity also works to educate the local community about the importance and benefits of the natural environment.

We seek to encourage diversity in our team and we welcome applications from candidates from any background.

## Our Projects

Growing Works delivers a range of projects to a diverse audience. Our projects are delivered at our beautiful Wakefield Road allotment, Huddersfield. Our current Projects include:

**Bud** – Therapeutic gardening, skills building and outdoor crafts for people aged 18 and over to aid wellbeing, predominantly for those with a range of vulnerabilities or socially isolated. Also offering wellbeing and training sessions open to all, including edible growing courses; foraging discovery walks; bushcraft.

**Sprout (Strong Parents Reaching Out)** – Providing support using a whole family approach that is open to those with children with Special Educational Needs and Disability (SEND) or Social, Emotional and Mental Health, (SEMH). It offers early intervention, encouraging peer support; providing a safe space for the whole family to feel relaxed and supported.



Young Shoots – For young people 13+ with SEND / SEHM. Courses in bushcraft, cooking, conservation and environmental exploration allow life skills, confidence and independence to develop.

We also offer educational and training workshops on a range of growing, cooking and creative arts activities within the local and wider community.

## Purpose of the role

Growing Works Sessional Staff form a team who plan and deliver a range of outdoor therapeutic sessions and workshops throughout Kirklees. The role requires flexibility, creativity and an ability to manage the needs of a diverse group of participants whilst delivering quality sessions. With a range of sessions to support, sessional staff can work a range of hours to include daytime, evening and weekends.

## Key tasks

- To work in a team to lead and facilitate sessions for a diverse group of participants.
  - Deliver and plan sessions, workshops, or support activities in line with organisational objectives.
  - Engage effectively with service users, adapting approaches to meet diverse needs.
  - Maintain accurate records of attendance, progress, and feedback.
  - Ensure safeguarding, confidentiality, and data protection policies are followed.
  - Work collaboratively with staff and volunteers to ensure smooth delivery of services.
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- Attend training and supervision as required
  - Report any concerns or incidents to the appropriate manager.
  - Providing information for evaluation reports.
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- Adhere to our Health and Safety Procedures, Risk Assessments and contribute to the reviews of these ensuring risks are also assessed dynamically during sessions.



## Person Specification

### Essential:

- Experience working with children, young people, adults, vulnerable groups.
- Strong communication and interpersonal skills.
- Ability to work independently and manage time effectively.
- Commitment to equality, diversity, and inclusion.
- Understanding of safeguarding principles.
- Experience of supporting adults and / or children with SEND/SEMH

### Desirable:

- Relevant qualifications (e.g. youth work, social care, teaching).
- Experience delivering group sessions or workshops.
- Knowledge of local community resources and services.
- Managing or working with volunteers

## Skills and Qualifications:

- Extensive work experience Outdoor education; Youth and Community Work; Teaching/Training; Horticulture; Conservation; Creative Arts;
- First aid at work or outdoor incident management (desirable)
- Good oral and written communication
- Good interpersonal skills
- Able to work as a team
- Good planning and organisational skills
- Ability to adapt tasks to ensure maximum participation
- Able to manage and direct volunteers
- IT literate (desirable)

## Personal attributes

- Able to work unsupervised
- Ability to take initiative and control of situations
- Good organisational skills



- Excellent time management
  - Pleasant and confident manner
  - Ability to keep calm in challenging situations
  - Positive attitude
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## Additional Information

- This is a flexible role with hours offered based on organisational need and worker availability.
- Sessional workers are not guaranteed regular hours and may work evenings or weekends.
- A DBS check may be required depending on the nature of the work.
- Driving license advantageous

## How to apply

- Please provide an up to date C.V along with a cover letter outlining how you meet the person specification and experience you have that makes you suitable for this role.
- Please also provide 2 references.
- Complete the Equality and Diversity monitoring form below.
- Return to [kat@growingworks.org.uk](mailto:kat@growingworks.org.uk) by 9am Friday 26<sup>th</sup> September.
- Interviews will take place week commencing Monday 29<sup>th</sup> September at a time convenient for everyone.



## Equality and Diversity Monitoring Form

Growing Works wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this but filling in this form is voluntary. The information provided will be kept confidential and will be used for monitoring purposes.

If you have any questions about the form contact [kat@growingworks.org.uk](mailto:kat@growingworks.org.uk)

Please return the completed form to [kat@growingworks.org.uk](mailto:kat@growingworks.org.uk)

**Gender** Male ☐ Female ☐ Intersex ☐ Non-binary ☐ Prefer not to say ☐

If you prefer to use your own gender identity, please write in:

Is the gender you identify with the same as your gender registered at birth?

Yes ☐ No ☐ Prefer not to say ☐

**Age** 16-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐ 50-54 ☐  
55-59 ☐ 60-64 ☐ 65+ ☐ Prefer not to say ☐

### What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

#### Asian or Asian British

Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Prefer not to say ☐

Any other Asian background, please write in:

#### Black, African, Caribbean or Black British

African ☐ Caribbean ☐ Prefer not to say ☐

Any other Black, African or Caribbean background, please write in:

#### Mixed or Multiple ethnic groups

White and Black Caribbean ☐ White and Black African ☐ White and Asian ☐ Prefer not to say ☐

Any other Mixed or Multiple ethnic background, please write in:

#### White

Growing works

Company number 783283, Registered Charity number 1160003

[www.growingworks.org.uk](http://www.growingworks.org.uk)



English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐ Irish ☐ British ☐ Gypsy or Irish Traveller ☐  
Prefer not to say ☐ Any other White background, please write in:

## Other ethnic group

Arab ☐ Prefer not to say ☐ Any other ethnic group, please write in:

## Do you consider yourself to have a disability or health condition?

Yes ☐ No ☐ Prefer not to say ☐

What is the effect or impact of your disability or health condition on your work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment', then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

## What is your sexual orientation?

Heterosexual ☐ Gay ☐ Lesbian ☐ Bisexual ☐ Asexual ☐ Pansexual ☐  
Undecided ☐ Prefer not to say ☐  
If you prefer to use your own identity, please write in:

## What is your religion or belief?

No religion or belief ☐ Buddhist ☐ Christian ☐ Hindu ☐ Jewish ☐ Muslim ☐ Sikh ☐  
Prefer not to say ☐ If other religion or belief, please write in:

## Do you have caring responsibilities? If yes, please tick all that apply

None ☐  
Primary carer of a child/children (under 18) ☐  
Primary carer of disabled child/children ☐  
Primary carer of disabled adult (18 and over) ☐  
Primary carer of older person ☐  
Secondary carer (another person carries out the main caring role) ☐  
Prefer not to say ☐