

### **Dedham Therapy Farm CIC**

Mill Lane,  
Dedham,  
Colchester,  
Essex.  
CO7 6DH

At Dedham Therapy Farm CIC we support children and young people with diverse needs, to overcome barriers to daily living using animals and outdoor activity. We are a small close knit team working collaboratively to provide a person centred service to children and young people 4 – 25 years.

We are a unique setting, working with a diverse range of individuals. Based on the border of Essex and Suffolk, we pride ourselves in offering a therapeutic outdoor service all year round.

**Vision:** To empower people to develop, recover, or maintain their wellbeing through nature, animals and meaningful activities.

**Mission:** We provide bespoke, person-centered therapeutic services using nature, animals and occupational therapy to anyone who would benefit. We improve people's physical and mental health using Animal Facilitated Therapy and farming activities.

**Values:** Person centred, Collaborative, Inclusive, Open - minded, Diverse.

**Role** Therapy Farm support staff

**Salary** £26,130 per annum pro rata

**Hours** - Term time Monday – Friday 08:30 – 16:30.

12 month fix term contract.

**Closing Date** 28<sup>th</sup> December 2025

### Person specification

Category	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>GCSE in maths and English or equivalent.</li> <li>DBS check</li> <li>Full UK drivers' licence with access to a vehicle.</li> </ul>	<ul style="list-style-type: none"> <li>First Aid at Work or Emergency First Aid at work certificate.</li> <li>Fire Safety</li> <li>Health and Safety</li> <li>Manual Handling</li> <li>Safeguarding level 2</li> </ul>
Experience/Knowledge	<ul style="list-style-type: none"> <li>Working with young people with a learning difficulty, mental health problems and challenging behaviour</li> <li>Animal care inc dogs</li> <li>Record keeping and note/report writing.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety</li> <li>De-escalation skills</li> <li>Working as part of a team.</li> <li>Animal Assisted Therapy.</li> <li>Risk assessing in the moment and formally documenting a risk assessment.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Ability to communicate and present information, verbally and in writing, in a clear and logical manner</li> <li>Competent IT skills.</li> <li>Ability, to interact positively with Farm Assistants and carers who may have difficulties with communication.</li> </ul>	<ul style="list-style-type: none"> <li>Alternative communication skills e.g. sign/Makaton.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to prioritise, organize own workload</li> <li>• Ability to maintain pace in a high demand environment.</li> <li>• The ability to modify how you communicate with animals and people depending on the situation.</li> <li>• Be able to take direction.</li> <li>• Able to use own initiative.</li> </ul>	
<b>Qualities</b>	<ul style="list-style-type: none"> <li>• Motivated.</li> <li>• Creative.</li> <li>• Ability to work autonomously and take responsibility for own actions.</li> <li>• Positive risk approach.</li> <li>• Ability to work collaboratively in a close-knit team.</li> <li>• Develop good working relationships with other organisations.</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of social enterprise.</li> <li>• Attention to detail.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Must be willing to work outside all year round.</li> </ul>	

	<ul style="list-style-type: none"><li>• Must have a passion for supporting young people and their progress in therapeutic outdoor intervention.</li></ul>	
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## Job Description

The post holder will

- To work with Occupational Therapists and Occupational Therapy Assistants to understand Farm Assistants intervention, their progress and goals.
- Primarily will be expected to cover Animal Assisted intervention and ASDAN therapeutic sessions when Farm Assistant's primary staff member is not available.
- To write note and provide feedback to primary staff members on covered sessions.
- Complete administrative tasks as required by the business
- Complete animal care and husbandry tasks as required by the business
- Complete garden and farm hand tasks as required by the business
- Work collaboratively with Farm Assistants and their families and other professionals to ensure positive outcomes and provide person centred sessions for our children and young people.
- Follow all Dedham Therapy Farm CIC policies and procedures.
- To present in a professional manner representing Dedham Therapy Farms therapeutic and person centred approach.
- Establish therapeutic relationships with Farm Assistants and their support network with appropriate boundaries.
- Work within Farm risk assessments to ensure safety of all.
- Work collaboratively with the rest of the team.
- Establish good working relationships with other organisations.
- Work autonomously, seeking advice when appropriate.
- Be creative.
- Be motivated.
- Demonstrate commitment to Continuous Professional Development.
- Open to expand knowledge and skills relating to the setting.
- Demonstrate flexibility within your role to support the needs of the team and Farm Assistants.

- Work with the team to meet the needs of the business.

**What can we offer you?**

- Personal development
- A friendly working environment.
- 28 days holiday + 4 Bank holidays pro rata (This is subject to change annually based on when the bank holidays fall).
- Guaranteed week off over Christmas, Easter & October half term.
- Opportunity to share ideas and make a real difference to our service.
- Variety in your working day.
- Opportunity to have input in service development.
- Paid DBS
- Pension Plan

If you require any further information about our service, please contact us.