

Horticultural Therapist

October 2025

Hertfordshire Mind Network
Watford Wellbeing Centre
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Horticultural Therapist (Bank)

Dear Applicant,

Thank you for your enquiry about the above post.

This pack contains the Job Advertisement, Job Description and Person Specification. For more information about the role and our services, please see our website at www.hertsmindnetwork.org/vacancies/horticultural-therapist/

To apply, please submit your CV and a supporting statement as to why you are suitable for the role. Clearly state your address, e-mail address, telephone number.

Please return applications to the above address or by email to Jenny Flynn at recruitment@hertsmindnetwork.org

Closing date for receipt of applications is ongoing, until we have filled the role.

Interviews to be held on a rolling basis.

Yours sincerely

Jenny Flynn
Head of The Sadie Centre

Our Vision, Purpose and Values

Our vision

“Every person in Hertfordshire will feel supported with their mental health.”

Our purpose

1. We fight for the mental health of every person in Hertfordshire.
2. We provide mental health support, opportunity, advocacy and resources.
3. We will elevate and promote the voice of those with lived experience of mental ill health.

Our values

Hope

We believe in choice, freedom, change and a better future for every person experiencing mental ill health.



Together

We share learning, build relationships and connect with others to promote better mental health across our community.



Courage

We are determined, bold and unstoppable.



Responsive

We take time to listen, to learn, to share and to act.



Job Description

Job title:	Horticultural Therapist (Bank)
Reference Number:	309
Salary scale:	£13.46p per hour
Contracted hours:	Bank – Zero Hours
Working base:	The Sadie Centre, Letchworth
Reports to:	Growing People Project Co-ordinator
Contract length:	Ongoing (no fixed end date)
Checks needed:	Enhanced DBS & two satisfactory professional references

Background of Post

Growing People at Herts Mind Network offers a range of social and therapeutic horticulture (STH) activities for people living with and recovering from mental health issues. From our Orchard site within The Sadie Centre’s extensive grounds, we use gardening and associated activities to promote recovery from mental ill health, reduce social isolation and help support individuals to become socially active and gain higher levels of personal independence. We work with around x60 clients (gardeners) and volunteers per year.

Horticultural therapy is recognised as a valid treatment for mental health; shown to lower stress and boost self-esteem, it provides a source of meaning, purpose and hope for people. People receiving horticultural therapy often also benefit from improved physical health and confidence, in addition to learning new skills.

This role offers an exciting opportunity to become part of a well-established STH project, to work alongside other skilled horticultural therapists and to develop your STH skills and practice, while contributing to our important work supporting people with mental health challenges.

Purpose of Post

As a Horticultural Therapist you will be delivering horticultural therapy programmes and client (‘Gardener’) sessions.

Accountability

You will be line managed by the Growing People Service Project Co-ordinator at HMN, but will manage your own workload, prioritising tasks and working on your own initiative.

Key Responsibilities

The Horticultural Therapist will deliver one weekly group Social and Therapeutic Horticultural (STH) sessions on site. They will perform the following duties:

- Leading STH sessions with the Tuesday morning group - facilitating purposeful activities in the garden for gardeners, with the support of volunteers.
- To provide cover for the other Horticultural Therapist if they are on leave.
- Conducting detailed, individual assessments and reviews with gardeners to identifying their personal development and support needs.
- Designing and implementing an individual action plan for each gardener that enables them to take part in meaningful activities in the garden, that take into account their individual needs, abilities, personal interests and physical/social skills.
- Recording the progress of all gardeners on our client database system, discussing their needs with them and attempting to resolve any issues or concerns.
- Attending clinical supervision, 1-1 line management supervision and staff team meetings, and reporting back on the progress/needs of the gardeners. Working with the team to resolve issues and develop plans where needed.
- Adhering to all HMN safeguarding procedures and safeguarding all clients (gardeners) where necessary.
- Recording and maintaining all participant activity and progress on Herts Mind Network's record keeping system/database, and completing necessary paperwork to agreed standards.
- Assisting with the collection of empirical evidence on the impact of the project using our existing processes (quarterly questionnaires).
- Ensuring all Health and Safety requirements are adhered to by gardeners, volunteers and therapists. Complying with all risk management and risk assessment policies and processes.
- Training and supervising volunteers who support the delivery of STH sessions and liaising with the Project Co-ordinator when relevant.
- Completing all mandatory Herts Mind Network training.
- Working with the staff team to ensure that tools, equipment and resources in the garden are maintained and replaced as necessary.
- To participate in and identify personal development needs that meet the competency standards set for Horticultural Therapists.
- To undertake other duties reasonably required, given the nature of the project and of the overall functions of the Horticultural Therapist.
- To work in co-operation with:
 - HMN staff and volunteers
 - Health / Social Care Community Teams
 - Other onsite operations such as corporate volunteering days, Sadies' Cafe & Enchanted Garden Events.

General Responsibilities

- To ensure compliance with legal, ethical, regulatory and social requirements.
- To manage personal resources and own professional development.
- To ensure all duties are carried out in a manner which promotes equality and diversity.
- To promote a health and safety culture within the workplace, observe all health and safety rules and procedures as required and where appropriate conduct risk assessments.
- Ensure that essential information of a sensitive or personal nature is not disclosed to or discussed with inappropriate persons.
- All information must be maintained within the Data Protection Act.
- To be an active and effective team member.
- To travel between HMN wellbeing centres - and to travel throughout the county.
- To work some hours outside of normal office hours (including evenings and weekends).
- At all times to carry out every aspect of your duties with due regard to HMN policies and procedures including the Equalities statement.
- To ensure HMN's values are embedded in the service.
- To maintain a professional level of communication at all times.
- To keep clear records and plans of all contacts with service users, professionals and meetings with external agencies.
- Maintain full accountability to the project through supervision.
- Undertake other duties as may be reasonably determined by line management, the CEO or Board of Directors.

Please see Person Specification on next page.

Person Specification	Essential/ Desirable
Qualifications	
A relevant mental health qualification	D
Educated to a minimum of A Level standard or equivalent	E
A STH qualification or relevant experience	E
First aid certificate (or willingness to undertake)	D
Evidence of continual professional development	E
Knowledge	
Understanding of developing and delivering mental health services within a health and social care setting	E
A passionate interest in Social and Therapeutic Horticulture with a commitment and determination to learn	E
Significant proven knowledge and skills around services working with adults with mental health needs, and knowledge of models and services to meet needs	E
Experience of building supportive, non-judgemental relationships with people with mental health issues.	E
Demonstrable understanding of relevant legislation and policies such as the Data Protection Act, Safeguarding and Protection of Vulnerable Adults, Safeguarding and the Mental Health Act	E
Understanding of the principles of trauma informed care	D
Understanding of the relationship between mental health and social issues, and how these issues may impact on physical, mental and emotional wellbeing	E
An understanding of and commitment to Equal Opportunities, Diversity & Inclusion	E
Experience	
Prior understanding of how to establish and maintain interpersonal boundaries	E
Experience of creating and reviewing dynamic risk assessments and support plans, escalating needs as necessary	E
Proven experience of working to deadlines, and achieving outcomes against targets	E
Previous lived experience of mental ill health	D
Skills and Abilities	
Ability to deal with stressful and difficult situations in a calm manner	E
Excellent horticultural skills with the ability to coach others	E
Strong ability to prioritise and manage workload, working autonomously	E
Ability to support and lead volunteers	E
Confident and effective communicator – with an empathetic approach, and excellent interpersonal skills	E
Sound report writing skills with the ability to handle sensitive and confidential data, whilst remaining discreet	E

Highly motivated and able to learn quickly, willing to seek advice appropriately and actively participate in supervision and training as required	E
Creative and flexible approach to working with individuals	E
Demonstrable enthusiasm, energy, stamina, adaptability and reliability	E
Ability to plan and work effectively as part of a team	E
Practical	
Excellent IT skills including Word, Outlook, Excel and Teams, with proven ability to input and extract information into online databases.	E
Ability to learn new digital systems quickly	E
Personal Circumstances	
Able and willing to undertake a wide range of gardening activities and to work outdoors in all weathers	E
Willingness to potentially undertake some weekend and out of hours work (only with prior discussion and agreement)	D

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