



Job Description



Job Title:	Equine Facilitator
Location:	Rugby
Hours:	Bank
Responsible to:	Equine Manager - Midlands
Key working Relationships:	CEO, Equine Manager, Community Manager, Academy Manager, Individuals we support, families, external parties, horses

Our mission is to support disabled and disadvantaged people of all ages in transformational and empowering ways to live fulfilling and inclusive lives.

About the organisation:

Circles Network is a UK wide voluntary organisation renowned for building inclusive communities on the foundations of justice, advocacy, empowerment, and friendships.

Our mission is to support disabled and disadvantaged people of all ages in transformational and empowering ways to live fulfilling and inclusive lives.

Our work is organised into four key segments:

- Circles Community
- Circles Advocacy
- Circles Equine
- Circles Academy

We are dedicated and passionate individuals who are committed to delivering the highest quality support with the values of inclusion at the heart of everything we deliver.

The Values of Inclusion

All the work carried out by Circles Network is underpinned by a strongly held set of values and beliefs known as the values of inclusion. This philosophy, where all people, regardless of ability, are seen to be citizens of worth, drives us in our mission.

We believe that:

- everyone has a voice and the right to be heard
- all people have dreams and aspirations
- all people have capabilities and qualities
- all people should have power and control over what they do now and in the future
- the whole community can benefit from embracing diversity
- all people should have the opportunity to lead ordinary and valued lives
- all people have the right to live in and be part of the community
- all people need friendships and independent relationships, a natural support network
- all means all

Summary:

The Equine Facilitator will assist the Equine Manager to carry out the work of the project and the organisation and to expand on this work at a local level.

You will practice Equine Facilitated Learning - using natural horsemanship techniques to work directly with adults, children, young people and horses / ponies. This will be in a person centred, non-judgemental way, listening to the child and their families' needs and aspirations with due regard to the welfare of the horses/ponies.

Main duties and responsibilities:

- To seek out disabled and disadvantaged people of all ages who may benefit from equine facilitated learning
- To fully inform families, friends and associates, using accessible means about the philosophy and practice of equestrian learning.
- To bring a knowledge of issues of equality and to encourage people to develop their thinking and behaviour in line with the social model and full inclusion for all children particularly in relation to disability equality.
- To empower those supported by providing a platform through which they can have their voice heard and to actively listen and clarify your understanding, respecting cultural and social differences to communication.
- To work with the Equine Manager to disseminate information widely, sharing stories, distributing articles and reports and encouraging a generous flow of information throughout communities and children's services.
- To facilitate the learning of problem-solving techniques.
- To encourage strong relationships and ensure that fun is central
- To keep clear accountable records of work undertaken and to report on progress via written and verbal accounts evaluating your experiences.
- To work as a team member and to share your gifts, strengths and skills, whilst drawing on the qualities of other colleagues within Circles Network.
- To facilitate connections and bridge gaps within the local area with a goal towards building inclusive communities.
- To adhere to equestrian health and safety and fire safety policies

- To coach others in horse handling and health and safety around horses.
- To carry out yard and field maintenance duties.
- To actively participate in the day-to-day upkeep of the project facilities and care of the horses.
- To assist with the training and development of the horses and ponies.
- To assist with the training of volunteers and developing journals with participants.
- To ensure materials, files and equipment are always available and maintained in excellent condition.
- To familiarise yourself with the policies and procedures of the organisation and to work in accordance with them.
- You will be expected to carry out any other duties commensurate with the post as directed by the Equine Manager.

Person Specification:

Qualifications and Training:

- Qualifications in equine care and development such as BHS stage 3 or qualified by experience
- Ability to drive a horsebox.
- Proficient in Microsoft Office 365

Experience:

- Experience of working with disabled people with a commitment to disability equality.
- Excellent experience of working with horses and ponies
- The knowledge and use of a variety of person-centred planning tools.

Personal Attributes:

Competence - to have the ability to carry out your work efficiently and effectively.

- To be solutions focused, and able to support people to overcome the barriers they may face in day-to-day life.
- knowledge and understanding of all aspects of equine care and welfare
- Ability to lead and co-ordinate the facilitation of full day clubs and support, being the point of contact for colleagues, parents and guardians.
- Knowledge and understanding of trauma informed practice and approaches.

Commitment - to show dedication and attentiveness towards those you support and the wider organisation.

- Ensure that you are adequately trained in the Safeguarding of Children and vulnerable adults and that you follow policies and procedures set out by the organisation.
- Reliable with good time keeping.
- A true belief in the values of inclusion and a passion to support people to uphold them.
- To be flexible within your role, understanding and accepting that changes may occur in order to best support the participants and organisation as a whole.

Work ethic-to hold a strong work ethic and to use any unexpected time constructively and for the benefit of the organisation. For example, session cancellations.

- We are a learning organisation, to show a commitment to professional and personal development and to help promote this in others.

Care and Compassion - to understand how other people may be feeling, showing concern/interest in their issues and lives.

- To be genuinely interested in people and in getting to know their interests and skills.
- interests and skills.
- Ensure that your conduct is trauma and shame reducing at all levels within your role.
- Show empathy and patience when dealing with colleagues.

Communication - to be able to successfully share ideas, feelings and information.

- The ability to communicate with a range of people.
- The ability to actively listen to people
- To have an understanding of learning styles and their implications for how we effectively communicate with one another.
- To demonstrate an ability to communicate with people who have difficulty expressing their views or wishes.

Creativity - to use imagination and original ideas to support the development of your work.

- To have a skill in an activity or craft that could be shared with others eg gardening, snooker, scrapbooking or sewing.
- Be solutions focused and think outside the box.
- Ability to generate and be self-motivated to complete tasks.

Intuition and Self Awareness - to understand instinctively those you support and be aware of the impact you have on others.

- Show the ability to tune into the energy of the animals and individuals you support.

Authenticity and Integrity – to be an honest and genuine person.

- Ability to show empathy and work with people from a variety of backgrounds.
- Demonstrate transparency and honesty in your everyday interactions.

Connection - to show connection in your relationships.

- Good networking skills - confident in speaking to new people.