



Project Worker North East

Are you passionate about making inclusion a reality for people with a learning disability, autistic people, and their families?

Do you want to work collaboratively across the region with a team of people with lived experience of using specialist hospital services, like assessment and treatment units or secure services to have their voices heard.

Would you like to work with our team in the North East to make it easier for people with a learning disability, autistic people and their families to have their voices heard.

If yes, then we would love to hear from you.

We currently have an exciting opportunity for someone to join our team as a Project Worker working across the North East.

A bit about Inclusion North

Inclusion North exists to make inclusion a reality for all people with a learning disability, autistic people, and their families. We work together to change society so that everybody can have a good life and be a valued member of society.

Our work raises awareness of the barriers to inclusion for people with a learning disability autistic people and their families, and we work to remove those barriers by including people, the organisations that support them and local communities in our work.

We work with Local Authorities, the NHS, and Clinical Commissioning Groups (CCG's) on local projects to increase inclusion for people with a learning disability, autistic people, and their families. We also work regionally and nationally to connect people, to solve problems and to share learning. We are part of bigger pieces of work that affect the whole country and use what we know to try to influence change.

Find out a bit more here <http://inclusionnorth.org/>

Find us on Twitter @InclusionNorth and Facebook.

What we can offer you

We are a supportive team who work across two big regions of the country. Together we share a vision and a passion for inclusion and work hard to put this into practice. We take the lead on big, innovative projects and we are all empowered in our jobs to use our initiative and make change happen. This enables us to be creative and dynamic and no one day is like another.

You will receive a full induction and regular supervision from your line manager.

You will have access to your own training budget which will give you the creativity and freedom to manage your personal and professional development.

A bit about the job

The job includes two areas

Three days a week

Working collaboratively with the Involvement Leaders and the Project Manager to support change in specialist hospital services, like assessment and treatment units, secure services or prison settings.

Two days a week

Work with our team in the North East to make it easier for people with a learning disability, autistic people and their families to have their voices heard.

Supporting Local Authorities, health care providers and other groups to meet their plans and aims for people with a learning disability, autistic people and their families.

Other relevant information

The Project Worker role is based in the North East.

You need to live in this area to do the job because you will need local knowledge and to be able to travel daily to different part of the region.

You will do some work at home and also work within services across the North East.

Any travelling you do for the job will be paid for through our Expenses Policy.

We expect people to use public transport or their own car if they can, instead of taxis.

Job Description	
Job Title:	Project Worker
Location	Home based, working across the whole of the North East with occasional travel across the regions or nationally.
Salary:	£28,890
Accountable to:	Project Manager
Hours of work:	37.5 hours a week
Type of contract	Permanent
Purpose of job	
<p>The aim of the job is in two parts</p> <p>To work with Project Support Coordinator and Project Manager across the North East within the projects being delivered to our partners and member areas.</p> <p>To work with the Project Manager and Involvement Leaders to ensure that people with a learning disability or autistic people who access secure and mental health hospital environments have their voices heard.</p>	
Key responsibilities	
<p>Involvement Leaders Project</p> <p>The involvement leaders are a group of people with lived experience of either being in a mental health hospital, being supported in the community or being family members of someone who has.</p> <p>We come together to understand the issues people with a learning disability, autistic people and families face accessing and receiving these services and share views and ideas to make services better for people.</p>	
How you need to work:	
<p>Working in an inclusive, participatory way with everyone having equal status and value in the team.</p>	

Using co-production to jointly plan the work, create a work plan and divide up the tasks.

Sharing the vision for the project and getting other people to support it. Regularly reporting on how the work is progressing.

Managing deadlines. Being ambitious but realistic about what can be achieved. Sticking to your values and principles and not letting external pressures force you to work in a non-inclusive way.

Overseeing the quality of the work of the team. Giving honest feedback and supporting creative problem solving in the team.

Be able to take critical feedback from the Involvement Leaders team.

Project and Member work in the North East

Deliver in consultation with the project team, members and relevant others, Inclusion North projects including facilitating networks, groups or training sessions for members or others.

Work closely with local leaders including those responsible for the implementation of relevant policy that affects people with a learning disability, autistic people and their families.

Work with the project team and others to ensure Inclusion North can support capacity building within other people and organisations in the region to take on innovations developed by Inclusion North.

Person Specification

The skills and abilities you need

- To be flexible and supportive
- Able to get the best out of people by working in partnership
- Creative problem-solving skills
- Positive risk taking and planning
- Brilliant communication skills tailored to individuals

	<ul style="list-style-type: none"> • Research and presentation skills • A real ability to work together • Technical skills including email and online video conferencing – Zoom, Teams • Able to use initiative • Plan and manage own time, meet deadlines • Accurate and accessible recording of information
The Knowledge and experience you need	<ul style="list-style-type: none"> • Knowledge of and experience of working with people in mental health hospital settings for people with a learning disability, autistic people and their families • Experience of the criminal justice system, of the issues facing people with a learning disability, autistic people and their families • Experience of assessing risk and implementing safety procedures • Knowledge of safeguarding issues for people and staff and knowing the process for recording and raising issues. • Experience of working alongside people with a learning disability, autistic people, and family carers • Experience of working with professionals and building strong working relationships • Knowledge of the big issues facing people with a learning disability, autistic people, and their families
The kind of person you need to be	<ul style="list-style-type: none"> • Able to be flexible, patient, approachable and empathetic • Have the confidence to challenge

	<ul style="list-style-type: none"> • Hold strong values of inclusion, equality, and justice • Not too serious, lighthearted • Honest • Levelheaded • Empathetic • Non – judgmental
Other important things about the job	<ul style="list-style-type: none"> ▪ Ability to travel around the North East - for example you will need to travel into Northumberland at one end of the region and to Middlesbrough which is at the other. You should consider this before applying. ▪ Occasional overnight stays away from home, and working outside of normal working hours ▪ Opportunities to link in with the wider work of Inclusion North

Recruiting Ex-Offenders Policy



Inclusion North is committed to creating equal access to opportunities for employment while continuing to base selection and promotion solely on ability to meet the requirements of the post. This is irrespective of race, colour, ethnic and national origins, religion, disability, gender, sexuality, age, marital status, responsibility for dependants, economic status, political values or offending background.

With some exceptions, having a criminal record will not necessarily bar an individual from working with us in either a paid or unpaid capacity. This will depend on the nature of the position sought and the circumstances and background of the offences.

As an organisation using the Disclosure and Barring service to assess applicants' suitability for positions of trust, Inclusion North complies fully with the DBS Code of Practice and undertakes to treat all applicants fairly.

A Disclosure is only requested for those positions where it is considered both proportionate and relevant to the position concerned. Because of the nature of Inclusion North's work all checks will be at Enhanced level.

Where Disclosure forms part of the recruitment and selection process, applicants will be asked to provide details of their criminal record at an early stage. This would be declared on the relevant section on the application form and at interview. We guarantee that this information will only be seen by those who need to see it as part of the recruitment and selection process, e.g. recruiting manager, administrator.

Unless the nature of the position allows Inclusion North to ask questions about an applicant's entire criminal record, i.e. posts exempt from the Rehabilitation of Offenders Act 1974 (ROA) such as those involving working with children or Vulnerable Adults, we only ask about "unspent" convictions as defined by the Act. A conviction becomes "spent" after a rehabilitation period during which time there have been no further convictions, e.g. a sentence of imprisonment of between 6 months and 2½ years has a rehabilitation period of 10 years. A conviction carrying a sentence of more than 2½ years in prison can never become "spent".

At interview, or in a separate discussion, there will be an open and measured discussion on the subject of any offences or other matter that might be relevant to the position. The outcome of this will be recorded in brief and a copy kept on the individual's personnel file with a recommendation for appointment if relevant. If appointment is not recommended the recruiting manager will discuss/agree this with the Director before a final decision is made.

Factors to be taken in to account include: -

- Is it a 'spent' offence?
- The nature of the offence
- It's relevance to the post, position, or profession in question
- How long ago the offence took place
- The person's age at the time
- Whether it was an isolated offence or part of a pattern of offending
- What is known about the person's conduct and character before or since

We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Please note that failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.