

## **Regional Manager - North East and North Cumbria**

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

Do you want to work with a diverse team of people, including people with lived experience, to make sure that people with a learning disability, autistic people and their families 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 our Regional Manager working across the North East and North Cumbria.

### **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 working to remove them.

Most of our time is spent working with Local Authorities, the Integrated Care Board, care providers and other local organisations. Our role is to support them to improve their practice in working with people with a learning disability, autistic people, and their families. We also work regionally and nationally to connect with bigger pieces of work and use what we know to try to influence change.

We are a Disability Confident Employer ([Disability Confident – Are you disability confident?](#))

Find out a bit more about us and our work here  
<http://inclusionnorth.org/>

Find us on Twitter @InclusionNorth and Facebook.

## **What we can offer you**

At Inclusion North we are a supportive team who work across two big regions of the country: the North East and North Cumbria, and Yorkshire and Humber. The way we work enables us to be creative and dynamic and no one day is like another.

Our work is very diverse and changes over time, reflecting the challenges that people with a learning disability, autistic people and their families are facing. We take the lead on big, innovative projects and we are all empowered in our jobs to use our initiative, to think creatively and make change happen.

Key benefits include:

- 27 days paid holiday plus bank holidays pro rata per year, with additional gifted days over the Christmas period.
- Your own training budget which will give you the creativity and freedom to manage your personal and professional development.
- A monthly allowance to contribute to working from home expenses, and all work-related travel reimbursed.
- A 6% matched contribution pension scheme for all staff. This is optional to join.
- We provide the relevant equipment to work from home following a risk assessment
- A full induction when you join Inclusion North, and regular ongoing management supervision plus annual appraisal

## **A bit about the work**

The North East and North Cumbria is a big region where we do a lot of work. We have 11 Member areas, made up of most of the Local

Authorities in the region. Our offer to Members includes delivering bespoke pieces of work based on their individual needs, as well as coordinating some region-wide initiatives to support their practice.

In addition to work with Members, we currently have 23 paid-for projects that we are delivering across the region for a range of different organisations. This makes the work exciting, dynamic and diverse, but also challenging and demanding.

### **Other relevant information**

The Regional Manager role is largely based in the North East with some travel to North Cumbria.

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 parts of the region.

You will do some work at home and the rest of the time you will travel to different locations across the North East and North Cumbria to deliver work in different settings.

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

All our jobs have a 6 month probationary period when people first join the company.

### **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 in 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 into 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 the withdrawal of an offer of employment.**