



Lived  
Experience  
Training

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## **JOB DESCRIPTION**

**TITLE OF JOB:** Oliver McGowan Tier 2 Facilitating Trainer

**LOCATION:** Hampshire

**SERVICE/PROJECT:** Lived Experience Training

**CLOSING DATE FOR APPLICATIONS:** 9:00AM - 09/08/2024

**INTERVIEW DATES:** Week beginning 12/08/2024

**PERMANENT/TEMPORARY:** One-year fixed term, extension dependent on further funding

**HOURS PER WEEK:** 16 hours per week (the majority of these hours to be carried out as part of 2 days of training delivery)

**BASED:** Sessions will be primarily delivered in South and East Hampshire.

**SALARY:** Band 2 / Scale Point 20 / £30,252 per annum pro rata (i.e., final gross salary will be £13,081 per annum).

**HOLIDAY ENTITLEMENT:** Starting 27 days pro rata per annum, plus 3 extra days at Christmas and the usual statutory holidays.

Lived Experience Training is a project which supports autistic trainers and trainers with learning disabilities to design and deliver autism training with the aim of improving services and communities for autistic people and people with learning disabilities as well as empowering our trainers to improve their confidence and work skills.

**LINE MANAGED BY:** Senior Lived Experience Training Team Leader

**RESPONSIBLE FOR:** Under the supervision of James Parmenter, Senior Lived Experience Training Team Leader the post holder will facilitate the delivery of Oliver McGowan training tier 2 training sessions.

**For an informal chat, please call James Parmenter on 07787 250627.**

**This post is exempt from the Rehabilitation of Offenders Act (1974) and the successful applicant will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS).**



Impact Initiatives is a registered charity, no. 276669. Company registered in England, No.1402692. Registered office: 69 Ship Street Brighton, BN1 1AE.



## **BACKGROUND AND AIMS OF PROJECT**

Impact Initiatives was set up over 40 years ago through a partnership including Brighton Borough Council and Sussex University. These people came together as they all wanted to support local people in need and knew this could be most effectively done through pooling resources and skills. Our original remit of 'filling the gaps in statutory services' is as relevant today as it has always been.

The Lived Experience Training project has been operating since 2014 following research by local autism self-advocacy groups which found a need among mental health professionals expressed for autism training delivered from a first-person perspective. The project has 2 key aims:

- 1) To improve services, communities and general support for the autistic community. We serve this aim by providing excellent training developed from a combination of our trainers' lived experience and up to date research.
- 2) To support our trainers develop confidence and work skills in an autism-friendly environment which will benefit them in seeking further work.

The Oliver McGowan Mandatory Training on Learning Disability and Autism programme is named after Oliver McGowan, a young autistic man with learning disabilities who tragically died in a hospital in 2016 following repeated failures of staff to take account of his needs. The training was developed following the Health and Care Act 2022, which introduced a requirement for all CQC registered services to ensure that their employees receive learning disability and autism training. The training recognises and places a focus on ensuring the voices of trainers with lived experience of autism and learning disabilities.

The post holder will support trainers with lived experience of autism and learning disabilities to deliver Oliver McGowan tier 2 training sessions.

## **MAIN TASKS**

### **Service Development and Delivery -**

- To attend and complete Oliver McGowan tier 2 facilitator trainer training
- To support trainers with lived experience of autism and learning disabilities to attend and engage with Oliver McGowan tier 2 trainer training sessions
- To support trainers with lived experience of autism and learning disabilities to deliver Oliver McGowan tier 2 training sessions
- To support project administration by ensuring prompt collection and returning of registers and feedback forms on completion of sessions
- To liaise with the Team Leader to help monitor the progress and developing or changing support needs of trainers with lived experience
- To support trainers with lived experience to 'debrief' following training sessions in a timely manner. Aiding them to discuss and address any issues arising from recently delivered sessions to support their continued wellbeing and participation in the project.

## **People -**

- To provide regular and consistent support for a team of trainers with lived experience of learning disabilities and/or autism. This is to include:
  - trainers to access technology to facilitate their roles as trainers,
  - supporting trainers to complete Oliver McGowan (OM) trainer training
  - supporting trainers to prepare to deliver OM training
  - supporting trainers to deliver OM training
  - providing appropriate support to trainers to claim pay and expenses as necessary
- To support with the recruitment of OM trainers
- To ensure that OM trainers receive support to participate in the project which reflects their varying and diverse strengths and reasonable adjustment needs
- To support trainers as necessary to access training, support with additional work skills and confidence including interview practice and work coaching where appropriate
- To support trainers to ensure that they have a voice in Lived Experience Training
- To support trainers to attend their training sessions by helping them to physically access a venue where appropriate

## **Customers and publicity**

- To support publicising of the project via social and print media and professional networks

## **Project administration**

- To support the team leader to ensure that feedback and registers for Oliver McGowan tier 2 courses are submitted in a timely and accurate manner
- To record hours worked, including preparation and training delivered, by trainers and to submit these hours for payroll

## Person Specification

<b>Qualifications and/or experience</b>	<b>Essential/ Desirable</b>
Good standard of education – equivalent of 5 GCSEs including Maths and English	E
A relevant training qualification (level 3) or teaching qualification such as Diploma in Teaching in the Lifelong Learning Sector (DTLLS), Multi-professional support of learning and assessment in practice or an equivalent.	D
Clear experience of proficient and successful delivery of face to face training in health and social care or similar environment.	E
Experience delivering high quality services to people with a learning disability and autistic people in a professional role such as registered nurse in learning disability, occupational therapist or social worker, or can demonstrate an equivalent level of skills, knowledge and experience.	E
Has an up to date working knowledge of the fields of autism and learning disability and is familiar with current issues.	E
Has experience leading and developing quality practice in others.	E
Robust experience, understanding and application of the Mental Capacity Act 2005 within in a health and/or social care environment or similar.	E
Robust experience and understanding of the Human Rights Act 1998, the Autism Act 2009, The Equality Act 2010, UK legal valid consent laws and DNACPR case law.	E
Commitment to own professional development.	E
<b>Skills/competence requirements</b>	
Robust time and project management skills to ensure the training is delivered on time, with all learning outcomes adequately addressed.	E
Proven ability to deliver a wide range of highly effective training and learning interventions to a wide variety of health and /or social care audiences.	E
Skilled in the facilitation of learning through a variety of means related to a deep understanding of differing learning styles and support needs.	E
Ability to give objective, accurate, consistent and timely advice in relation to health and social care learning and development, within the scope of this role.	E
Excellent communication skills and ability to easily build rapport	E
Ability to persuade and influence learners' attitudes at a range of levels.	E
Excellent presentation skills.	E

Ability to co-facilitate with experts by experience.	E
Able to work on own initiative as well as part of a team	E
Ability to work in a self-directed manner as part of a distance-managed team, utilising good organisational skills to prioritise and manage workload.	E
Able to competently use Microsoft packages: Word, PowerPoint, Outlook, Excel; and Teams and Zoom	E
<b>Knowledge and experience</b>	
Knowledge and experience of using learning technologies and digital media	E
Knowledge and experience of a variety of learning and development methodologies and their application, in particular coaching, action learning, and facilitation.	E
Knowledge and understanding of the learning cycle and its application.	E
Robust knowledge and understanding of learning disability along with current issues, trends and priorities within the health and social care sector including relevant legislation.	E
Robust knowledge and understanding of autism along with current issues, trends and priorities within the health and social care sector including relevant legislation such as the Autism Act 2009.	E
Robust knowledge and understanding of the Mental Capacity Act 2005, the Human Rights Act 1998, The Equality Act 2010, UK legal valid consent law and DNACPR case law.	E
Knowledge of health and social care sectors and current and emerging trends that constitute best practice in delivering health and social care support.	E
Understanding of safeguarding and health and safety	E
<b>Other requirements</b>	
An ability to work flexibly and in independently in accordance with the needs of the role.	E
Positive outlook, energy, focus and enthusiasm	E
Trustworthy and able to handle and manage confidential information	E
Drivers license or demonstratable ability to travel regularly to potentially difficult to reach venues	E