



Alpha Inclusion & Communication

Practitioners – Child Services

Job Description

Purpose of Job: To provide high quality, effective support to children, schools and families and promote positive outcomes for children and young people with complex needs.

Who we are:

Alpha Inclusion and Communication (AlphaIC) is a Social Enterprise with its main office in Hethel, Norwich, Norfolk. We work with neurodivergent individuals and alongside schools and businesses to improve accessibility and inclusion in education and the workplace.

Our Values:

Neurodiversity – Celebrating and encouraging differences

Innovation – Achieving excellence through creativity

Professionalism – Demanding integrity and quality in all we do

Compassion – Ensuring care and understanding is underpinned by sustainable support

Working with neurodivergent people, we identify barriers to learning and life and deliver recognised and personalised interventions.

In addition, we strive to have the same personalised approach to the People in our teams. We think that diversity makes us better and we want all our People processes and procedures to reflect this.

We are happy for team members to use flexible working, working from home where needed and we encourage independent decision-making around workload management. What we look for is the job being done well – how it's done may look different for different people.

About you:

We are growing and have the need for more practitioners working with children, young people and families.



We are particularly interested in speaking with people who feel they could offer something to the organisation's growth alongside supporting children and young people and currently we have gaps specifically in the People Team (supporting all team members internally), and at our base (The Hive).

We are most interested in speaking with people who have:

- An interest in learning to work as a member of a self-managing team.
- A growth mindset and see mistakes as opportunities to learn and grow.
- A willingness to have honest and open communication with colleagues.
- A passion for supporting others to develop and grow.
- A love of supporting disadvantaged children and young people to reach their potential.
- The ability to use creative thinking to find solutions to challenges.

About the roles:

Our services are in high demand and we're still growing. We need practitioners to support both peripatetic work across Norfolk and Suffolk.

Contract: Minimum of 4 days per week. £21,000 - £27,500 per annum depending on additional responsibilities. Flexible working across the week considered and flexible contracts available (term time + 3 weeks or 52 weeks).

Key Job Outcomes:

- Children and young people, on caseload, to achieve and learn to their full learning and participation potential
- Children on caseload feel safe, enjoy their home or school and make a positive contribution
- Young people, families and schools develop their understanding of the nature of neurodiversity and complex needs
- Young people, families and schools are supported in developing their good practice for supporting children with complex needs.



Main Responsibilities: (Outreach Practitioner Roles x 3)

- Plan, develop and deliver interventions for individuals and groups of children and young people in schools and families, across Norfolk and Suffolk and via online platforms
- Provide support to schools and families in order to improve outcomes of children and young people with diverse and complex needs.
- Liaise with professionals in schools and settings in order to ensure a co-ordinated approach in support of children and their families.
- When needed, the transportation of children and young people.
- Monitor and report progress of pupils on caseload and demonstrate the effectiveness of support.
- Attend regular meetings with other colleagues.
- Attend regular one to one sessions and be responsible for being proactive in self reflection and continuous development.
- Comply with Alpha Inclusion regulations and policies to ensure safe and professional practice.
- Contribute to the culture and support of the team, carrying out other duties as needed.
- Commit to ongoing personal and professional development to ensure services remain effective and up-to-date with current practice and legislation.

Visit our website for more information and an application form and contact Amy at (01603) 926170 / 07932017743 for an informal chat.

Alpha Inclusion and Communication is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. This post is 'exempt' from the Rehabilitation of Offenders Act 1974, so you will be required to declare: ·

- All unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974 ·
- All spent adult cautions (simple or conditional) or spent convictions that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) The amendments to the Exceptions Order provide that certain 'spent' convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account."

Please note this position will be subject to a satisfactory Enhanced DBS check.