Alternative Provision Outreach Practitioner

As an Outreach Practitioner at Alpha Inclusion you will play a vital role in creating inclusive, nurturing environments where children and young people feel safe, valued, and empowered. We use an individualised approach to support their emotional, communication and social development, helping them enjoy life and shape their own futures.

Purpose of the Job

To promote positive outcomes for neurodiverse children and young people with different communications styles and complex needs. You will plan and deliver individualised intervention sessions, working within homes, the community and/or schools across Norfolk.

Who we are

Alpha Inclusion and Communication (AlphaIC) is a Social Business with its main office in Hethel, Norwich, Norfolk. We work with neurodivergent children and young people across Norfolk and into Suffolk, supporting them in schools, their homes and the community to improve accessibility and inclusion in education.

Our Values:

- **Neurodiversity** – Celebrating and encouraging differences
- **Innovation** – Achieving excellence through creativity
- **Professionalism** - 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 and 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 the role

Our services are in high demand and we're still growing. We need practitioners to deliver outreach work across Norfolk. We are particularly looking for people able to work at the edges of the county, especially in the west. With this in mind, while out central office is at Hethel, we are happy to discuss flexible and remote-working options around outreach for applicants who are geographically some distance from our office.

Contract: Minimum of 3 days per week. Starting salary of £27,500 - £34,000 fte. per annum depending on qualifications and experience. Flexible working across the week considered and flexible contracts available (term time+3 weeks or 52 weeks).

Main Responsibilities

- Deliver tailored interventions for children and young people in schools, home and community settings across Norfolk.
- Monitor progress of individuals on your caseload, record observations and share feedback.
- Create engaging teaching resources that reflect the diverse needs and strengths of the YP.
- Support schools and settings to enhance outcomes for neurodiverse children, fostering inclusive learning environments.
- Collaborate with professionals across education and care settings to ensure consistency in support for children and their families.
- Contribute to training and development opportunities for staff in schools and settings, sharing knowledge and best practice.
- Report on progress and outcomes for children demonstrating the value and efficiency of interventions.
- Follow Alpha Inclusion policies and procedures to ensure safe, ethical and professional practice at all times.
- Support with transport of children and young people when needed, ensuring their comfort and safety.
- Contribute to a positive team culture, supporting colleagues and taking on additional tasks as requested by the Guardians (Team Leads).
- Champion the Alpha Values of neurodiversity, compassion, innovation and professionalism.

Key job outcomes

- To plan, deliver and monitor progress of personalised intervention programmes for young people in their home, school or community settings to meet agreed outcomes.
- To support children and young people to thrive and reach their full potential and personal development.
- To create an environment where children feel safe, valued, and included, empowering them to enjoy their lives and shape their own futures.
- To support settings, schools and families to deepen their understanding of neurodiversity and social communication differences, embracing inclusive and strengths-based approaches.
- To empower settings, schools and families with practical strategies and ongoing support to strengthen inclusive practice and improve outcomes for neurodivergent children and young people.

Visit our website for more information and an application form or contact Leona for an informal chat: leona@alphainclusion.co.uk 01603 926170

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.