

Job Title: AlphaIC Outreach Practitioner

ESSENTIAL REQUIREMENTS

We're looking for someone who brings strong experience and knowledge, but we also welcome applicants who may not meet every requirement yet. If you have the right mindset, are committed to our values and have a willingness to learn, please get in touch.

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

Knowledge & Experience:

- Experience working in educational settings, ideally in a role comparable to a Higher-Level Teaching Assistant or equivalent.
- A solid understanding of safeguarding and child protection procedures.
- Basic digital literacy, including familiarity with Microsoft Office or equivalent (e.g., Outlook, Word, Excel, PowerPoint, internet browsers).
- A full driving licence and access to a car.
- Direct experience supporting neurodivergent children and young people, including those with different social communication styles.
- Knowledge of inclusive strategies that promote engagement, wellbeing, and belonging for children with diverse communication styles and neurodivergent young people.
- Skills and abilities in identifying individualised support to overcome challenges of neurodiverse children and young people to facilitate participation in learning and interventions.
- Experience in planning, delivering, and evaluating interventions for individuals and groups.
- Experience working with multi-agency professionals.
- Confidence using new technologies and digital tools.
- Understanding of equality, diversity, and inclusive practice.

Abilities & Attitudes:

- Strong interpersonal skills and the ability to build trusting relationships.
- Clear and confident verbal and written communication.
- Empathy, discretion, and professionalism in sensitive situations.
- Motivation, initiative, and the ability to work independently.
- Time management and the ability to organise your own schedule.
- Calmness under pressure and a solution-focused attitude.

- Flexibility, adaptability, and a commitment to learning and growth.
- A warm, approachable manner and a good sense of humour.

Desirable Requirements

- Familiarity with communication styles and approaches such as PECS, Makaton.
- Understanding of the Special Educational Needs (SEN) Code of Practice 2014.
- Willingness in delivering training sessions to colleagues or professionals.
- Experience supporting children and young people across a broad age range (approximately 4 to 18 years), with an appreciation for developmental differences and varied learning needs.
- Experience in writing professional reports.
- Willingness and ability to work across Norfolk, particularly in the west of the county.

SPECIAL CONDITIONS

The post holder must hold a full driving licence (see above) and is expected to work at various locations across the county and on occasion venues across the UK.

The post holder is subject to Child Protection Legislation and Criminal Records Bureau checks.

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. The post you are applying for is 'exempt' from the Rehabilitation of Offenders Act 1974, so you are 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. Guidance and criteria on the filtering of these cautions and convictions can be found here."

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) to check for any previous criminal convictions.