

<b>Job Title:</b>	Lead Practitioner
<b>Location:</b>	Rugby, Midlands
<b>Hours:</b>	TBC
<b>Salary:</b>	£24,500 - £25,175
<b>Responsible to:</b>	CEO and Regional manager
<b>Key working Relationships:</b>	CEO, Head of Operations England, Education and Community manager, team members, Individuals we support, schools, families, external parties, horses.

Our mission is to support disabled and disadvantaged people of all ages in transformational and empowering ways to live fulfilling and inclusive lives.

### About the organisation:

Circles Network is a UK wide voluntary organisation renowned for building inclusive communities on the foundations of justice, advocacy, empowerment, and friendships.

Our mission is to support disabled and disadvantaged people of all ages in transformational and empowering ways to live fulfilling and inclusive lives.

Our work is organised into four key segments:

- Circles Community
- Circles Advocacy
- Circles Equine
- Circles Academy

We are dedicated and passionate individuals who are committed to delivering the highest quality support with the values of inclusion at the heart of everything we deliver.

## The Values of Inclusion

All the work carried out by Circles Network is underpinned by a strongly held set of values and beliefs known as the values of inclusion. This philosophy, where all people, regardless of ability, are seen to be citizens of worth, drives us in our mission.

We believe that:

- everyone has a voice and the right to be heard
- all people have dreams and aspirations
- all people have capabilities and qualities
- all people should have power and control over what they do now and in the future
- the whole community can benefit from embracing diversity
- all people should have the opportunity to lead ordinary and valued lives

- all people have the right to live in and be part of the community
- all people need friendships and independent relationships, a natural support network
- all means all

### **Summary:**

The Lead Practitioner will assist the Academy, Community and potentially Equine teams to carry out the work of the projects and the organisation and to expand on this work at a local level.

Supporting Children and Young people and adults through our programmes of alternative education, community support and Equine Facilitated Learning.

You will work using a person centred, trauma informed approach assisting people to thrive and reach their aspirations.

You will work from our rural and urban settings and directly in the community alongside a team of facilitators.

### **Main duties and responsibilities:**

- Ensure that all participants are safeguarded and supported so that they are equipped with the skills to develop and learn.
- Facilitate creative and person-centred sessions that lead to significant progression and attainment for all people.
- Actively promote positive friendships, relationships and a sense of belonging.
- Promote participants independence, self-esteem and communication.
- Take a confident lead coaching and supporting team members, individuals we support and their families.
- Proactively lead the team by demonstrating a solution focused and strong work ethic towards outcomes.
- To act on any other duties as instructed by the manager.

### **Teaching and learning:**

- Demonstrate an informed and efficient approach to teaching and learning.
- Promote, support and facilitate inclusion by encouraging participation of all participants.

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- Organise space and resources to help maintain a stimulating and safe and meaningful environment.
- Ensure delivery of high quality sessions that demonstrate a broad and balanced curriculum.
- Develop effective relationships with participants to engage and inspire.
- Accompany participants off site as needed to aid their learning and development of skills for life.
- To work alongside a range of disabled and disadvantaged children, young people and adults of varying abilities, behaviours and backgrounds.

### **Planning:**

- Lead on effective exploration and planning by supporting the monitoring, recording and reporting of participant's progress as appropriate to the project.
- Ensure that full compliance with all relevant health and safety regulations, safeguarding protocols and the charities policies and procedures to maintain a safe and supportive environment.
- Be prepared to adapt you approach and resources in accordance with individual preferences.

### **Working with colleagues and other relevant professionals:**

- Communicate effectively with team members, participants, parents/carers and external professionals.
- Ensure sharing of information to always provide safe and effective support.
- Have an open and honest approach to working alongside others.

### **Health and safety**

- Promote the safety and wellbeing of participants and help to safeguard people's well-being by following the requirements of Keeping Children Safe in Education and the charities safeguarding policies.
- Be responsible for following all of Circles Network policies and procedures relating to health and safety.

**Professional development:**

To strive to keep own knowledge and understanding relevant and up-to-date by reflecting on own practice, liaising with team members, and identifying relevant professional development to improve practice.

**Personal and professional conduct:**

- Uphold trust by maintaining high standards of ethics and behaviour, within and outside of the Circles Network.
- Have proper and professional regard for the ethos, policies and practices of the Circles network, and maintain high standards of attendance and punctuality.
- Demonstrate Circles Network's values, to develop and sustain effective relationships within the charity and the community.
- Respect individual differences and cultural diversity.
- The Lead Practitioner will be required to safeguard and promote the welfare of children, young people and adults, follow policies and the staff code of conduct.

**Person Specification:****Qualifications and Training:**

- Level 4/C or above in English and Maths GCSE or equivalent.
- Level 4 or above in an education, health or social care qualification.
- Proficient in Microsoft Office 365.
- Full clean UK driving licence.

**Experience:**

- Experience of working with disabled and disadvantaged young people in an education, health or social care setting.
- Experience of line managing others in a education, health or social care setting.
- The knowledge and use of a variety of person-centred planning tools.

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