

Accessibility Facilitator
(supporting the Therapy Team and Digital Accessibility Team)

Reporting to:	Head of Accessibility and Digital Applications
Pay Range:	£22,500 up to £26,000 per annum, pro rata
Hours:	37.5 hours per week, term time only (36 weeks per year + 1 week inset)

Context

The Oaks Specialist College is a registered charity and an exciting development based in Tonbridge, set up to meet the needs of young adults age 18-25 with learning difficulties or disabilities (LLDD).

Our aim is to complement and work alongside existing providers in the area, to ensure that the needs and aspirations of all LLDD young people can be met locally. We work with a range of local businesses to enable our learners to seek employment and play an active role in their community.

Learning programmes include:

- A programme of study and work-related learning and experience that will lead to further vocational training, internships/apprenticeships and employment.
- A programme of study providing a further 1, 2 or 3 years for young adults to continue to develop their personal life and independent living skills so that they can contribute to society in a number of ways and live an independent or semi-independent life.
- A vocational programme providing a further 1, 2 or 3 years for young adults to continue to develop their personal life and independent living skills so that they can contribute to society in a number of ways and live an independent life in a supported environment.

A bespoke programme of study for learners that require a total communication approach and may use AAC. This is a multi-sensory curriculum to enable the learners to communicate their needs in a supported environment.

The work of the Accessibility Facilitator is a new and exciting role that combines the work of the Therapy Team and the Head of Accessibility and Digital Applications to further develop the College and provide fantastic futures for our learners. You will play an important role in our employment, accessibility and digital applications' priorities and work to enhance the opportunities for our learners to enter the world of work upon leaving College.

Job Description

1. Communicate effectively with staff and a variety of partners including employers and employment agency personnel in relation to work related opportunities for our learners.
2. Develop and maintain links with the local community to support the enterprise and work related learning portfolio of the College.
3. Carry out steps of employment plan with learners and other parties as appropriate, to identify strength, interests and challenges and use this knowledge to develop successful and purposeful work related opportunities.
4. Practice positive feedback techniques with learners, colleagues and other staff.
5. Promote a good understanding of how accessibility features can support a learner's development socially and in the workplace.
6. Work with employers to develop their confidence in using accessibility features and applications to enhance a learner's participation in their work placement.
7. Remain abreast of key changes to accessibility features and applications and what these changes mean for our learners and their everyday implementation.
8. Raise awareness to employers in regard to the benefits of employing our learners and the value they can bring to businesses.
9. Participate in decision-making process to identify and implement training strategies and/or services with other partners and host business staff.
10. Provide support to the Digital Accessibility Team and work in collaboration with others across the College to improve outcomes for all learners.
11. Remain up to date in regard to your own personal development in relation to The Oaks' Microsoft Showcase status.
12. Liaise with The Oaks' Therapy Team and to carry out programmes that are devised and monitored by qualified Therapists.
13. Liaise with the Careers Team in relation to learners' work related opportunity status, the progress of each placement and work to continually promote a successful transition from College into work.
14. Provide travel training to work placements if necessary.
15. Act as an effective role model.
16. Willingness to undertake continuous professional development, in particular Training in Systematic Instruction (TSI).

Person Specification	
<ul style="list-style-type: none"> • Full clean driving license • GCSE accreditation or equivalent, Grade A to C in both Maths and English. • A degree or equivalent • A levels or equivalent. • Experience of SEN inclusion and/or provision in a food and nutrition related context. • Evidence of recent relevant professional development. • A minimum of 2 years learning support experience. • Evidence of effective working with a variety of parents and carers. • Evidence of being an effective, positive and contributing team member. • Evidence of effective working with a variety of stakeholders and agencies. • Experience of working in more than one setting. • Additional training in SEND 	Essential Essential Desirable Desirable Desirable Desirable Desirable Desirable Essential Essential Desirable Desirable
Knowledge <ul style="list-style-type: none"> • Knowledge of a range of learning difficulties – complex, severe needs, communication and interaction difficulties and associated challenging behaviours and additional needs. • Ways of improving outcomes in learning, in achievement and in the quality of life for learners with these additional needs. • Curriculum development and accreditation. • The use and application of ICT for learning. • The current Ofsted criteria and all relevant published professional standards. • Knowledge of Health and safety, and food standards 	Desirable Essential Essential Essential Essential Desirable
Skills and Abilities <ul style="list-style-type: none"> • Able to communicate and build strong relationships with employers within the community • Understand the importance of how employment and volunteering is key to being independent. • Ability to work independently but also to be a team player. • Pro-actively lead and support learners' learning of the process of employment • Enthuse passion amongst learners to develop their skills to apply for volunteering and employment positions. • Support and challenge learners enthusiastically and be adaptable and flexible, whilst remaining calm and patient under pressure. • Pastoral skills that support student behaviour for learning and their personal development and career readiness. • Establish professional working relationships with colleagues that are characterised by an enthusiastic commitment to helping them overcome challenges. • Ability to inspire, motivate and encourage learners, staff and parents/carers. 	Essential Essential Essential Essential Essential Essential Essential Essential Essential
Personal Qualities and Abilities <ul style="list-style-type: none"> ▪ Demonstrate optimistic behaviour, positive relationships & attitudes towards learners and staff, and towards parents, trustees, and members of the local community. ▪ Role model by example – with integrity, creativity, resilience, and clarity. ▪ Develop wide, up to date knowledge and understanding of education and College systems locally, nationally, and globally, and pursue continuous professional development. ▪ Help to drive the College's vision empowering all learners and other staff members to excel. ▪ Embrace an educational culture of 'open classrooms' as a basis for sharing best practice with and between colleagues at all levels. ▪ Provide a safe, calm, and well-ordered environment for all learners and staff, focused on safeguarding learners and developing their exemplary behaviour in College and in wider society. 	Essential Essential Desirable Essential Essential Essential

Vulnerable Adults Protection

This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. Appointment to posts exempt from the ROA will be subject to the successful candidate obtaining an enhanced disclosure from the Disclosure & Barring Service to The Oaks' satisfaction. The Oaks is committed to the fair treatment of its staff, potential staff, or users of its services regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability, or offending background. Where applicants have declared a criminal record, the relevance and circumstances of the offences will be considered in relation to the post applied for. Having a criminal record will not necessarily bar that person from working with us.

The Oaks Specialist College is committed to safeguarding young people and our staff, a commitment we expect all staff to share and uphold.