JOB DESCRIPTION

OLIVER MCGOWAN TIER 2 FACILITATING TRAINER | SUSSEX

TITLE OF JOB	Oliver McGowan Tier 2 Facilitating Trainer
REFERENCE	OMT2Sussex/Oct26
LOCATION	Sussex
SERVICE / PROJECT	Lived Experience Training
CLOSING DATE	Open until filled – early application is advised
INTERVIEW DATES	September / October 2026
ENGAGEMENT TYPE	Bank worker / freelance contractor
HOURS	Varied depending on sessions
BASED	Training sessions will be delivered across Sussex

PAY AND HOLIDAY ENTITLEMENT

Bank: £18 per hour (normally 10 hours per session, including 08:45–16:30 on the booked day plus 2 hours' co-trainer preparation before the session), plus 12.07% holiday pay (£2.17 per hour), paid separately alongside normal pay. Bank workers are also entitled to take 5.6 weeks' annual leave each year.

Freelance fee: £22 per hour (normally 10 hours per session, including 08:45–16:30 on the booked day plus 2 hours' co-trainer preparation before the session), invoiced to Impact Initiatives. Freelance contractors are self-employed and are not entitled to paid annual leave.

ROLE SUMMARY

Lived Experience Training is a project which supports autistic trainers and trainers with learning disabilities to design and deliver autism training with the aim of improving services and communities for autistic people and people with learning disabilities as well as empowering our trainers to improve their confidence and work skills.

We are looking for an Oliver McGowan Tier 2 Facilitating Trainer to support sessions across Sussex, with the majority of sessions being delivered in Brighton, Haywards Heath, Worthing and Chichester.

IMPACT CONTACT: Lived Experience Training Service Manager

For an informal chat, please contact James Parmenter: 07787 250627 | LET@impact-initiatives.org.uk

DBS requirement: DBS requirement: The successful applicant will be required to undertake a Basic DBS check due to the nature of the role and its work with autistic people and people with learning disabilities. This role does not involve regulated activity and is not eligible for an Enhanced DBS check.

BACKGROUND AND AIMS OF PROJECT

Impact Initiatives was set up over 40 years ago through a partnership including Brighton Borough Council and Sussex University. These people came together as they all wanted to support local people in need and knew this could be most effectively done through pooling resources and skills. Our original remit of 'filling the gaps in statutory services' is as relevant today as it has always been.

The Lived Experience Training project has been operating since 2014 following research by local autism self-advocacy groups which found a need among mental health professionals expressed for autism training delivered from a first-person perspective. The project has 2 key aims:

1. To improve services, communities and general support for the autistic community. We serve this aim by providing excellent training developed from a combination of our trainers' lived experience and up to date research.

2. To support our trainers develop confidence and work skills which will benefit them in seeking further work by providing in a flexible, inclusive working environment which celebrates their skills and experience.

The Oliver McGowan Mandatory Training on Learning Disability and Autism programme is named after Oliver McGowan, a young autistic man with learning disabilities who tragically died in a hospital in 2016 following repeated failures of staff to take account of his needs. The training was developed following the Health and Care Act 2022, which introduced a requirement for all CQC registered services to ensure that their employees receive learning disability and autism training. The training recognises and places a focus on ensuring the voices of trainers with lived experience of autism and learning disabilities.

MAIN TASKS

Service development and delivery

- To facilitate Oliver McGowan Tier 2 training on Learning Disability and Autism sessions across Sussex
- To support trainers with lived experience of autism and learning disabilities to prepare for, attend and deliver Oliver McGowan Tier 2 trainer training sessions
- To support trainers with lived experience of autism and learning disabilities to deliver Oliver McGowan Tier 2 training sessions
- To support the project administration by ensuring prompt collection and returning of registers and feedback forms on completion of sessions
- To liaise with the Service Manager to help monitor the progress and developing or changing support needs of trainers with lived experience
- To support trainers with lived experience to 'debrief' following training sessions in a timely manner where necessary and as agreed with the Service Manager. Aiding expert co-trainers to discuss and address any issues arising from recently delivered sessions to support their continued wellbeing and participation in the project.
- To encourage the development and confidence of your co-trainers, supporting them to contribute and where possible lead training sessions as much as they are able to
- To liaise when required with other LET team members including facilitators, expert co-trainers and the Service Manager to develop and improve training sessions, within the set guidelines, through discussion of areas of success and areas for improvement from sessions as well as learner and booker feedback.

People

- To provide support for a team of trainers with lived experience of learning disabilities and/or autism. This is to include:
  - supporting trainers to prepare to deliver OM training
  - supporting trainers to deliver OM training
- To ensure that OM trainers receive support to participate in the project which reflects their varying and diverse strengths and reasonable adjustment needs
- To support trainers as necessary to access training, support with additional work skills and confidence including interview practice and work coaching where appropriate

PERSON SPECIFICATION

Criterion	Status
Qualifications, knowledge and experience	
Good standard of education – equivalent of 5 GCSEs including Maths and English	**Essential**
Oliver McGowan Tier 2 facilitator qualification	**Essential**
Oliver McGowan Tier 1 facilitator qualification	**Desirable**
A relevant training qualification (level 3) or teaching qualification such as Diploma in Teaching in the Lifelong Learning Sector (DTLLS), Multi-professional support of learning and assessment in practice or an equivalent.	**Desirable**
Clear experience of successful delivery of face-to-face training in health and social care or similar environment, demonstrating an ability to persuade and influence learners' attitudes at a range of levels and supporting others to develop quality practice.	**Essential**
Experience of building rapport and working collaboratively with people with a learning disability and autistic people. This could be demonstrated through formal and informal experiences.	**Essential**
An up to date working knowledge of the fields of autism and learning disability and is familiar with current issues.	**Essential**
Knowledge of health and social care sectors and current and emerging trends that constitute best practice in delivering health and social care support. Ability to give objective, accurate, consistent and timely advice in relation to health and social care learning and development, within the scope of this role.	**Essential**
Robust knowledge and understanding of legislation relevant to Oliver McGowan training including: the Mental Capacity Act 2005, Human Rights Act 1998, the Autism Act 2009, the Equality Act 2010, UK legal valid consent laws and DNACPR case law	**Essential**
Skills and values	
An understanding of the value of the skills, experiences and views of autistic people and people with learning disabilities and a commitment to supporting the empowerment of individuals from these communities and the centering of their voices in training sessions about them.	**Essential**
Excellent communication and presentation skills including the ability to develop and deliver presentations collaboratively with others	**Essential**
Robust time management and facilitation skills to ensure the training is delivered on time, with all learning outcomes adequately addressed.	**Essential**
A passion for team working and supporting the development of others	**Essential**
Skilled in the facilitation of learning through a variety of means related to a deep understanding of differing learning styles and support needs.	**Essential**
Ability to work in a self-directed manner as part of a distance-managed team, utilising initiative and good organisational skills to prioritise and manage workload.	**Essential**
Able to competently use Microsoft packages: Word, PowerPoint, Outlook, Excel; and Teams and Zoom	**Essential**
Driver's licence or demonstrable ability to travel regularly to potentially difficult-to-reach venues across Sussex	**Essential**