



# Our team change young lives

Enabling children with neurodisabilities  
to reach their full potential.



Join us & make  
a difference

[www.thepacecentre.org](http://www.thepacecentre.org)

# Thank you for considering Pace

As a specialist charity, we're committed to ensuring that children with neurodisabilities, such as cerebral palsy, can reach their fullest potential and take their place in the world.

We want every child in the UK with a neurodisability, and their family, to have access to educational and clinical support aligned with the Pace approach.

Our specialist teams in our school and therapy centre develop learning programmes tailored to a child's needs. The integrated programmes blend theory and practice from various disciplines into the relevant curriculum or learning opportunity, ensuring that each child can fully access their play, education and the world around them, become active learners and reach their full potential.

Our unique way of delivering interventions sets us apart from other schools and centres and improves outcomes for children and their families. It also supports and enhances the development of our teams as professionals share knowledge and support each other.

We pride ourselves in the expertise and knowledge of the teams, from teaching and clinical to fundraising, finance and admin. The level of passion, empathy and dedication of everyone in our team is what makes Pace unique. Having the right people on our team is essential to us. That's why we are committed to caring for each member of staff.

If our culture, children, and charitable mission fits you and your values, please get in touch. We're excited to meet you.

Rich Wiltshire  
CEO



# We support

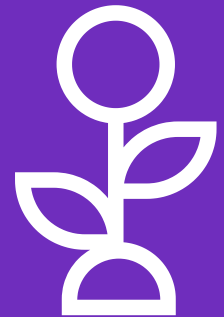
## Your wellbeing:

As a trauma-informed organisation we support you to recognise, manage and respond to our families trauma as well as cope with your own self regulation. We have mental health first aiders on-site and a regular drop-in to sit and talk. Staff have access to counselling and online support. Our annual wellbeing week promotes activities such as yoga and mindfulness.



## Your personal development:

All staff follow a framework which clearly sets out Pace's values, expectations and behaviours. In a values-led organisation, your conduct is key – and you'll have a clear pathway for progression.



## Your work-life balance:

Children and families are at the heart of everything we do, and we apply the same family focus to our staff. Flexible working is standard, and many of our team work term-time only.



# Benefits

- Buy and sell up to 5 days holiday
- Smart Clinic – supporting physical and mental health
- Comprehensive induction, internal and external training opportunities include access to a bursary scheme
- Excellent sick pay. dependants leave allowances
- 25 days paid holiday plus bank holidays – increasing with service
- A contributory pension scheme, up to 4%
- Cycle-to-Work scheme

- Where the role allows:
- Flexible working hours and contracts
- Home working



# Our values

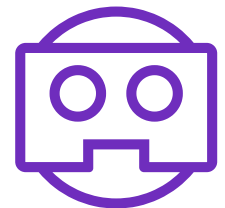
## Child and family-centred

We always place the children, young people and families we support at the very heart of all that we do. The habits we seek to cultivate are focus and empathy.



## Innovative

We are creative problem-solvers, both in meeting the needs of our children, young people and families, and organisationally. The habits we seek to cultivate are creativity and problem-solving.



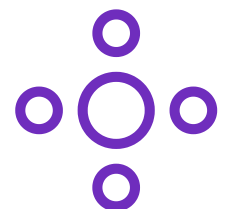
## Specialist

We are committed to achieving and continually advancing best practices in our field. We are intellectually curious and always seek to learn. The habits we seek to cultivate are curiosity and learning.



## Dedicated

The dedication of our staff and volunteers is greater than one finds in many organisations. We believe that this is an important part of our success. The habits we seek to cultivate are passion and commitment.



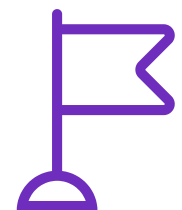
## Compassionate

Our practice is always informed by a sense of intelligent compassion for the children and families we support and by deep respect for each other. Intelligent compassion is always informed by what is in the best long-term interests of the child and the family and Pace's long-term sustainability. The habits we seek to cultivate are compassion and respect.



## Aspirational

We aspire to the very best outcomes for our children, young people and families. We aspire to be the best we can be, both as individuals and as an organisation. The habits we seek to cultivate are positivity and ambition.



# What our staff say.

"Be prepared to learn new skills and work hard. Above all be prepared to have fun and laugh"

**Occupational Therapy Assistant**

"I have never felt closer to a cause. As a fundraiser it's so rewarding showing donors the impact they have on the lives of the children and their families."

**Director of Fundraising and Communications**

"Being part of Pace has allowed me to meet really interesting people and to learn new skills. The level of training offered to all staff is exceptional and it is really to work as part of a true transdisciplinary team"

**Speech and Language Specialist**

"I know that i am making a difference to some of the most vulnerable children, each of whom are incredible. Sometimes it's hard, but every day I am thankful to work somewhere with such amazing staff and students."

**Teacher**

"Join our team. I am so glad I chose to join Pace"

**Occupational Therapist**

## Equality, Diversity and Inclusion at Pace

Pace is an equal opportunity employer committed to ensuring, within the framework of the law, that our workplaces are free from unlawful discrimination on the grounds of gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability or age, pregnancy or the fact that they are a part-time worker or a fixed-term employee.

### **To achieve this we:**

Make decisions on factors necessary for effective job performance.

Ensure that all applicants and employees receive fair and equal treatment.

Ensure diversity in our workplace, reflecting as far as is practicable.

Maintain a working environment free from harassment and intimidation.

Ensure that all employment conditions and requirements reflect our commitment to equal opportunities.

## Safer recruitment practioner

Pace is a safer recruitment organisation. We ensure the implementation of safer recruitment practices across Pace, from the initial stages of defining and advertising roles through the application, interview processes and obtaining references until the final stage of offering the position.

To guarantee safer recruitment, at least one member of the recruitment panel will be trained in this area.

All applicants invited to interview will be required to complete an application form.

All staff require a Disclosure and Barring Service (DBS) check, which will need to be in place, along with all references, before the successful candidate can start.



# The Application Process

Initial applications can be made by submitting your CV via our website or to [vacancies@thepacecentre.org](mailto:vacancies@thepacecentre.org).

If you're invited to interview, you'll need to complete our application form, clearly highlighting your relevant experience, knowledge and accounting for any gaps in your employment.

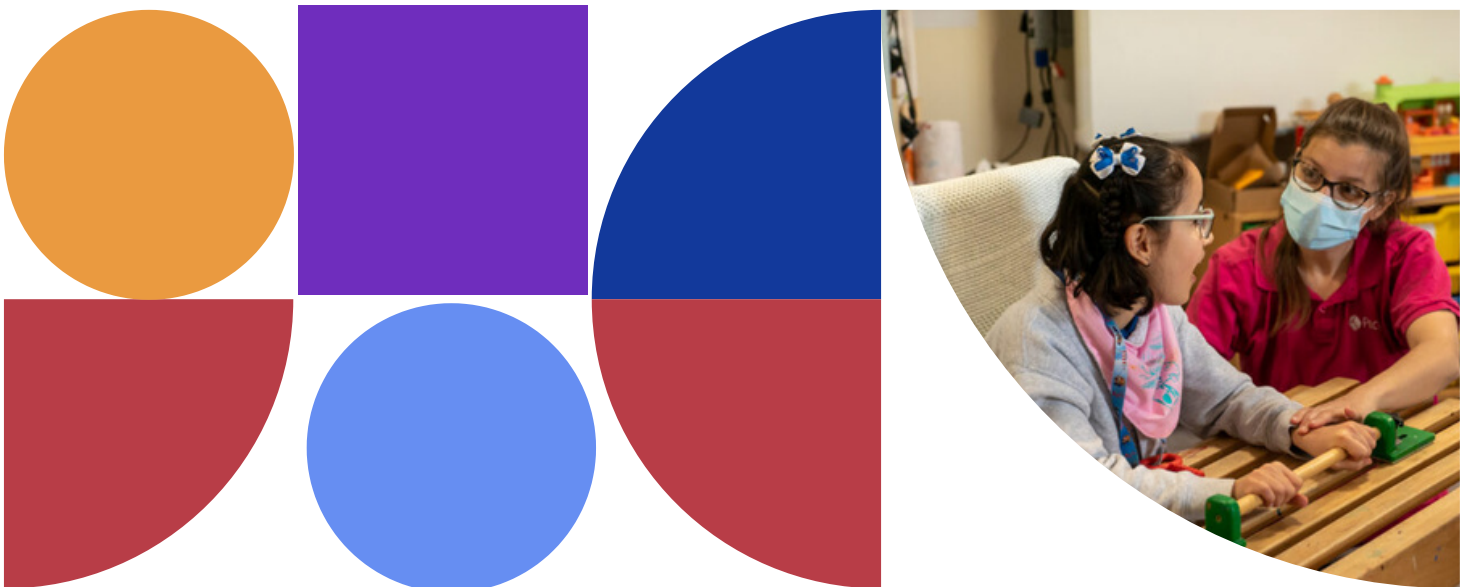
Or you can request an application form from [vacancies@thepacecentre.org](mailto:vacancies@thepacecentre.org) if you would prefer to complete one instead of submitting a CV.

## Where are we?

Based in Aylesbury, Buckinghamshire our services and schools are split across 2 sites.

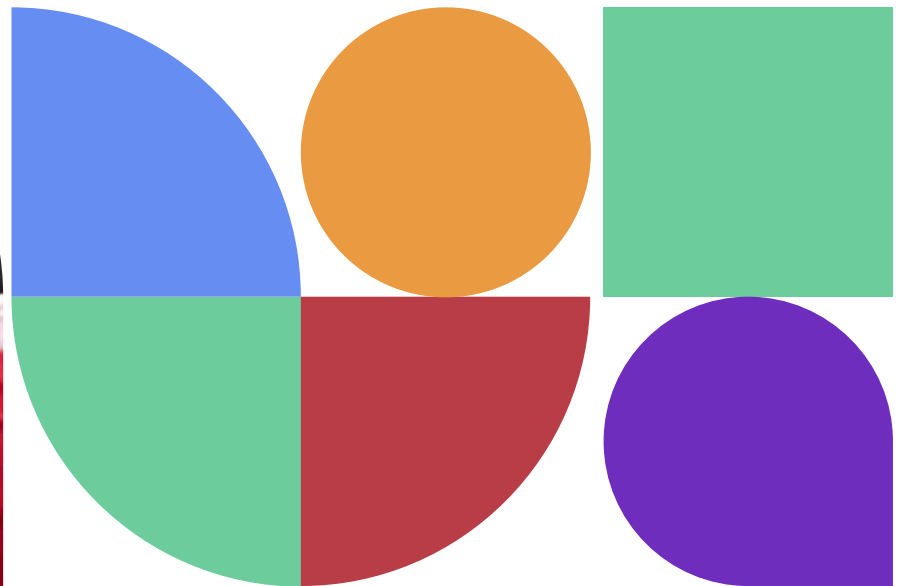
The Bradbury Campus  
156 Wendover Road  
HP22 5TE

Coventon Road  
Aylesbury  
HP19 9JL





# Pace



Education

Therapy

Assessment

Training

[www.thepacecentre.org](http://www.thepacecentre.org)