

<b>Job title:</b>	Senior Tutor and Complex Needs Lead
<b>Hours:</b>	Monday to Friday, 37.5 hours total 7.5 hours a day 9am – 4:30pm
<b>Contract:</b>	Permanent
<b>Salary:</b>	£31,326 per annum
<b>Location:</b>	Harvey's Barn, Park End, Swaffham Bulbeck, Cambridge

Please download the application and equal opportunity forms from the website here:  
<https://red2green.org/vacancies> and email to [vacancies@red2green.org](mailto:vacancies@red2green.org)

**The role:**

We are looking for an expert who can bring their enthusiasm and knowledge of autistic learners with complex needs to join our team as our resident complex needs expert. You will work with a group of learners who have a combination of conditions and differences that make learning more challenging in all areas of life. It may be ADHD, Down's syndrome, OCD or a genetic difference, but all our learners have the opportunity to make their life into what they want it to be. Your role will be to enable this and remove the barriers. Do you want to be an enabler of independence, work skills and functional skills?

This role reports to the Aspirations Manager, and you will be responsible for the necessary work for your small group of learners. None of our groups are above 7 learners, all groups have support workers, and some have 1:1 support. There will be a team with you leading and working to celebrate the achievements and find solutions to the barriers our learners face.

**Who we are:**

At Red2Green, we have a vision that everyone should be confident in their own ability, be part of a community, enjoy their life, have the best possible access to independence, and, if they desire to, should be able to work. We offer a range of opportunities to support and promote adults with autism and/or learning disabilities in Cambridgeshire to learn new skills, enjoy lots of different leisure activities, make new friends, gain confidence, and prepare themselves for employment where possible. We also work to raise awareness of the potential of people with disabilities to make a positive and valuable contribution to society.

Our Aspirations Service supports autistic clients to:

- gain maximum benefit from meaningful activities
- integrate with their peer group and encourage social inclusion
- increase independent living skills
- reach their targets and outcomes in accordance with their Educational Health Care Plan (EHCP) and annual reviews
- feel supported in the workplace in regard to their autism

**Key duties and responsibilities of the role:**

- Tutors Aspirations learners, leads the complex needs group and manages the staff within their group
- Supports learners needs and behaviours by creating and utilising positive behaviour support plans, risk assessments and staff's knowledge of individuals within the group

- Organises, attends and takes a lead at EHCP reviews for their group, writes EHCP offers and provides professional reports when needed
- To promote good practice to upskill all relevant staff by using own training and knowledge, and is the resident complex needs expert
- Works as Deputy Designated Safeguard Lead (DDSL) for the complex needs group and stand in DDSL for Aspirations service when the Aspirations manager is absent
- Builds professional relationships with other agencies, provisions and professionals
- Builds good relationships with learners' families/carers to make sure that they are involved (as appropriate) in developing learners' skills and abilities

**Person specification:**

You will have:

- Experience with autistic learners and a good understanding of the complexities that come from having more than one diagnosis
- Experience of working with people with learning disabilities
- Experience of working with those who may display challenging behaviours
- Experience of leading support staff
- Understanding of Education Health Care Plans
- Understanding of safeguarding duty
- Qualification for teaching (adults or QTS)

**Benefits:**

- Red2Green is located in a beautiful rural environment, with free and ample parking,
- We contribute 4% employer pension contributions
- Paid 20-minute break
- As a member of our support staff, you are provided with Red2Green T-shirts and hoodies.
- Training is provided and undertaken during working hours.
- We make staff wellbeing a priority, with 3 Mental Health First Aiders, and regular supervision sessions with managers.

It is a requirement for this post that an enhanced DBS disclosure check will be undertaken for the successful candidate.