

Dear Applicant

SDS Development Worker, 21hrs per week, (fixed term to end April 2019)

Thank you for your interest in the above post. Enclosed please find:

- Job Description
- Person Specification
- Application Form
- Equal Opportunities Monitoring Form
- Criminal Convictions Declaration
- Background Information about LCIL
- Introduction to Services Leaflet

Applications will be judged on ability to relate skills and experiences to the Person Specification. Please return the application form and equal opportunities forms to Admin@lothiancil.org.uk or by post to Florence Garabedian, Chief Executive, LCIL, Norton Park, 57 Albion Road, Edinburgh EH7 5QY, marking the envelope "Application - Confidential".

Please give information as requested on the application form, highlighting relevant experience and in particular, any previous involvement you have in working with disabled people. Please note a C.V. will not be accepted.

Yours sincerely,

Florence Garabedian
Chief Executive

LCiL

Norton Park, 57, Albion Road, Edinburgh EH7 5QY Tel/Minicom 0131 4752350 Fax 0131 475 2392 Email LCiL@lothiancil.org.uk Website www.lothiancil.org.uk
Lothian Centre for Inclusive Living (LCiL) is a Company Limited by Guarantee. Registered in Scotland 129392. Accepted by the Inland Revenue as a Charity SC/017954

Lothian Centre for Inclusive Living Job Description



Post Title: Self-directed Support Development Worker

Post Salary: AP4, Points 27-30 (£24644 - £27242, based on 35.75 hours per week), 21 hours per week contract (3 days), until end of April 2019. Ideally, a Tuesday, Wednesday & Thursday.

Responsible to: SDS Programme Co-ordinator

Post Objectives:

To support the effective development and delivery of the Self-directed Support development programme, including:

- Contributing to the design and development of the programme and all of the activities within it to respond to the aspirations and needs of its participants
- Co-designing and co-facilitating workshops and peer support groups for disabled people, people with long-term conditions and parent carers
- Promoting the programme's activities widely within and outwith LCiL
- Building ongoing relationships with participants
- Contributing to action research and action learning to monitor progress and further develop the programme

Main Duties:

1. Promotion

- ▶ Work with the administrator to advertise and promote workshops, peer support groups and one-to-one peer support widely within and outwith LCiL
- ▶ Identify, recruit and support disabled people, people with long-term conditions and parent carers to participate in workshops, courses and peer support groups
- ▶ Identify, recruit and support disabled people, people with long-term conditions and parent carers to take up one-to-one peer support and match people with volunteer peer supporters
- ▶ Build effective communication with other staff in LCiL to ensure that the programme is well understood and that effective and timely referrals are made to and from it

2. Volunteer management

- ▶ Work with the co-ordinator to manage, support and develop volunteers (Champions and one-to-one peer supporters) and ensure that they have opportunities to develop new skills. Assist in the recruitment and training of new volunteers if required.
- ▶ Provide support and supervision for one-to-one peer supporters. Work with the co-ordinator to facilitate group supervision and support for one-to-one peer supporters and Champions.

3. Programme design and delivery

- ▶ Co-design workshops, courses and training sessions
- ▶ Co-facilitate workshops or courses with colleagues or volunteers
- ▶ Delegate to and work with the administrator to manage the practicalities of workshops and peer support groups including taking bookings, room hire, catering, booking PAs and taxis etc.
- ▶ Manage the one-to-one peer support process, including facilitating matching meetings, co-ordinating subsequent meetings, making referrals to other services and monitoring effectiveness
- ▶ Develop and maintain knowledge of available services and activities (both within and outwith LCiL) and signpost or refer individuals to these for support and/or to assist in the achievement of their outcomes
- ▶ Work closely with colleagues to develop an integrated programme of activities to work with disabled people, people with long-term conditions or parent carers
- ▶ Work with the co-ordinator to develop and run consultation and evaluation activities to elicit the aspirations, wants and needs of participants and potential participants of the programme
- ▶ Contribute to progress reports

4. Engagement and partnership

- ▶ Work in partnership with staff from other organisations to enhance the programme or disseminate learning
- ▶ Maintain awareness of the policies and political initiatives that affect the programme area
- ▶ Contribute to the development a strategy for securing continuation funding beyond the current period

Performance Indicators:

- ▶ Delivery of programme targets within budget and agreed timescales
- ▶ Outcomes achieved by programme participants
- ▶ Volunteers' skills and morale
- ▶ Effective relationships with stakeholders

Decisions made in the course of the job:

- ▶ Prioritisation of activities within own workplan
- ▶ Matching of one-to-one peer support volunteers
- ▶ Initiating and maintaining contact with organisations in the voluntary, public and private sectors
- ▶ Monitoring and evaluation
- ▶ Spending within budget

Contacts:

- ▶ Disabled people, people with long term conditions and parent carers
- ▶ LCiL's Board, staff and members
- ▶ Disability organisations and other voluntary organisations
- ▶ Schools and colleges
- ▶ Local authority and National Government officials and elected members

Supervision Received:

The post holder will receive regular supervision from the co-ordinator in accordance with the terms and conditions of service. The post holder will be expected to attend staff meetings, team meetings, training courses, LCiL events and other meetings as appropriate to the functioning of the programme.

Complexity and Creativity:

Lothian Centre for Inclusive Living is an innovative and demanding initiative which has a significant impact on the lives of disabled people, their families and the statutory authorities.

The provision of support, which enables disabled people to increase their level of self-control in all aspects of their lives, is highly complex. It requires sensitivity, a knowledge of services, which are available to disabled people, up-to-date knowledge of relevant legislation, an understanding of the concerns of disabled people, a commitment to the Social Model of Disability, and an understanding of the Independent Living philosophy.

The SDS Development worker is required to take initiative on a wide range of tasks and work as part of a team to ensure LCiL maintains an integrated approach. The post holder must be able to work under pressure within a challenging and sometimes uncertain social, political and financial climate.

It is essential that the post holder is able to work within an organisation which is led and managed by disabled people.

Person specification: SDS Development Worker

Education and Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • Good general education 	<ul style="list-style-type: none"> • Relevant qualification(s)
Skills and abilities	
Essential	Desirable
<ul style="list-style-type: none"> • Excellent communication skills, both written and oral • Excellent interpersonal skills, with the ability to build relationships, negotiate and use influence to work with others • Good facilitation and group work skills • Good planning, organisational and time-management skills • Ability to prioritise a complex workload • Creative problem solving skills • Good IT skills 	<ul style="list-style-type: none"> • Skills in reflective practice and action learning
Experience and knowledge	
Essential	Desirable
<ul style="list-style-type: none"> • Experience of facilitating groups • Experience of managing volunteers • Experience working in a person-centred, outcomes-focussed way • Experience of working effectively as part of a team • Experience of organising and administering workshops and meetings • Experience of using Microsoft Word and Excel, and of using the internet and social media for research and event promotion • Understanding of independent living philosophy and the social model of disability • Understanding of equal opportunities/ anti-discrimination practice • Experience of working with confidential information 	<ul style="list-style-type: none"> • Experience of facilitating of groups of disabled people • Experience of facilitating groups to make their own decisions and direct their own learning • Experience of managing disabled volunteers • Experience of coaching people • Experience of designing workshops and events • Understanding of empowerment and how to support people to make the most of their potential • Work or personal experience in a user-led environment • Direct personal experience of impairment • Knowledge of SDS strategy and legislation
Personal attributes	
<ul style="list-style-type: none"> • Non-judgmental and interested in people • Flexible and able to respond to changing circumstances • Sense of humour 	

Application Form for Post of – SDS Development Worker (21 hours per week contract (3 days), until end of April 2019)

Lothian Centre for Inclusive Living has an Equal Opportunities Policy. This application form is in four parts: Form 1 contains personal information; Form 2 will be used to select candidates for interview; Form 3 is for monitoring purposes only and has no bearing on selection; Form 4 will only be read if you have demonstrated the skills, knowledge and experience for the post, following the interview.

All applicants must complete all parts of this form. CVs will not be accepted.

If completing electronically press tab whilst the final cell in a table is selected to insert a new row.

Applicant’s Personal Information

Surname	
Initials	
Telephone Number	
Mobile Number	
Email Address	
Postal Address, first line.	
Postal Address, second line	
Postal Address, third line	
Postal Address, Town.	
Post Code	

Declaration

I agree that the information I have supplied throughout this application form is true and accurate to the best of my knowledge. I understand that any deliberate falsification on my part will be viewed as gross misconduct and may lead to my dismissal without notice.

Signature of applicant: _____ Date: _____

(Please leave the signature and date blank if you are sending in the form electronically. If you are invited to interview, you will be asked to sign a printed copy then.)

References:

Please give the names, addresses and daytime telephone numbers of two people willing to act as referees on your behalf. Both should be able to comment on your work experience and at least one should be able to refer to your present (or most recent) employment.

	Reference 1	Reference 2
Name		
Position		
Relationship to you		
Title of referee		
Company		
Postal Address, line 1		
Postal address, line 2		
postal address, town		
Post code		
Email address		
Telephone number		

May these referees be contacted prior to an offer of employment being made?
Yes / No (delete as appropriate)

History of Education and Training

Name of Educational Establishment	From	To	Qualifications Gained

Please give details of any other qualifications or skills you have acquired which are relevant to this application, including voluntary work and commitments, membership of organisations etc.

Work History (including voluntary work)- starting with current/most recent

Name of Employer	Position held & Salary	From Month & year	To Month & year	Main Duties and reason for leaving

Additional Information

Please use this section to explain how your previous experience, abilities, skills and achievements would enable you to meet the requirements of this post. (Please ensure you refer to the person specification, as this will be used as the basis for shortlisting).

You may wish to add a continuation sheet/s

Before emailing / posting please make sure, you have completed Forms 1, 2, 3 & 4.

Completed applications emailed to Admin@lothiancil.org.uk.

Postal applications marked: **Application, Confidential"** to be sent to:
Florence Garabedian, Chief Executive, Lothian Centre for Inclusive Living, Norton Park, 57 Albion Road, Edinburgh EH7 5QY.

LCiL: Equal Opportunity in Employment Policy Monitoring

LCiL is committed to the successful development of an equal opportunities policy in relation to the recruitment and selection of staff.

To assist in the implementation and monitoring of this procedure, applicants for posts with LCiL are asked to provide the information below.

This document will be separated from your application form. The information you provide will be treated in strictest confidence.

Post applied for SDS Development Worker (21 hours per week contract (3 days), until end of April 2019)

Where did you find out about this post?

Notes:

Racial Equality - The categories used in section 1 have been recommended by the Commission for Racial Equality

Disability Equality - LCiL operates within the Social Model of Disability and as such uses the following definition of disability and impairment namely:

Disability -The loss or limitation of opportunities to take part in the normal life of the community on an equal level with others due to physical and social barriers

Impairment: The loss or limitation of physical, mental or sensory function on a long-term or permanent basis
(Disabled People's International, 1981)

LCiL: Equal Opportunity & Diversity Monitoring Form

1. What is your ethnic group?

Choose 1 section from A - E then mark X to indicate your cultural background

A. White	
Scottish	
Other British	
Irish	
Other White - please give details	

B. Any mixed background - please give details	
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C. Asian	
Scottish	
British	
Indian	
Pakistani	
Bangladeshi	
Chinese	
Other Asian background - please give details	

D. Black	
Scottish	
British	
Caribbean	
African	
Other Black background - please give details	

E. Other Ethnic background - please give details	
---	--

I do not wish to disclose ethnic group	
--	--

Please mark X next to your selected category

2. Age

16 – 25	
26 – 34	
35 – 44	
45 +	

3. Gender

Male	
Female	
Transgender	
I do not wish to disclose	

Please mark X next to your selected category

4. Disability

Do you consider yourself to be a disabled person?	
Yes	
No	
I do not wish to disclose	

5. What is your sexual orientation?

Bisexual	
Heterosexual/straight	
Gay man	
Gay woman/lesbian	
I do not wish to disclose	

6. Religious Belief

Atheism	
Christianity	
Islam	
Judaism	
Agnosticism	
Buddhism	
Hinduism	
Jainism	
Sikhism	
Other - please give details	
I do not wish to disclose	

**Lothian Centre for Inclusive Living
Criminal Convictions Declaration**

Important:

Please read carefully to ensure you fill in this part of the application correctly.

It is LCIL policy to ask for a criminal conviction declaration where this could be relevant to a particular post. This offers an opportunity for an applicant to provide more detailed information about the circumstances of their conviction.

You Should:

- Answer the question about criminal convictions on the next page.
- Fill in **Part 1** of this form if you have any convictions spent or unspent.
- Read & sign **Part 2**.
- Enclose the completed form with the rest of your application.

If the Interview panel intend to offer you the post following interview the information you have provided on the form will need to be considered in relation to the requirements and nature of the post. Only at this stage will the interview panel see this statement.

The panel may decide on any of the following actions:

- Decide not to appoint you. The reasons for this will be explained to you in writing.
- Invite you to discuss the details and seek a standard or enhanced criminal records disclosure.
- Offer you the post subject to a standard or enhanced criminal records disclosure.

Any information given in this form will be treated in the strictest confidence.

Applicant's Name _____

Post applied for SDS Development Worker (21 hours per week contract (3 days), until end of April 2019)

The post that you have applied for is exempt from the Rehabilitation of Offenders Act 1974 by the (Exceptions) Order 1975.

Should you be selected for interview you are required to disclose all convictions (spent or unspent).

Should you be appointed to the above position you will also be required to provide permission for a Standard/Enhanced disclosure under the terms of the Police Act 1997 (Part v).

Do you have any criminal convictions (spent or unspent) or any which are pending against you?

No (If you have no convictions and no action pending against you please go to part 2 and sign the declaration form).

Yes (If you have conviction(s) please go to part 1).

(Please delete as appropriate)

Part 1

- a) Please give the date and details of the conviction(s) that you were charged with, the sentence that you received and the court where your conviction(s) was heard.
- b) Please give details of the reasons and circumstances that led to your offence(s).
- c) Please give details of how you completed the sentence imposed, for example:
- Did you pay your fine as required?
 - What conditions were attached to your probation, community service, supervised attendance order?
 - Did you comply with the requirements of your order/custodial sentence?

d) Has any other organisation(s) supported you to work through any of the above issues?

e) What have you learned from the experience?

Part 2

Declaration (I certify that all of the information contained in this form is true and correct to the best of my knowledge and realise that any false information or omissions may lead to dismissal. I give permission to Lothian Centre for Inclusive Living to seek an enhanced disclosure from Disclosure Scotland under the terms of the Police Act 1997 (Part v)).

Signature: _____ Date: _____.

The information given in this form will be treated in the strictest confidence.

Lothian Centre for Inclusive Living (LCiL)

Organisational Information

"LCiL works with disabled people to take control of their own lives, support their choice to take up their rights and enable their full participation in society"

1. The Aims of LCiL

The main aims of the Lothian Centre for Inclusive Living are: -

- ✓ Provide a range of services to support Independent Living, developed and managed by and for disabled people.
- ✓ Support the right for disabled people to live independently and take control of their own lives
- ✓ Provide the opportunity for disabled people to further their own personal and professional development
- ✓ Challenge the attitudes, and the physical and social barriers that create disability

2. Background

LCiL has its origins in the work of the Lothian Independent Living Group (LILG), a consumer group of disabled people, and the Lothian Coalition of Disabled People (LCDP), the former Lothian wide campaigning organisation for disabled people. Both groups were concerned with equality for disabled people and subscribed to the Independent Living philosophy. In 1989 LILG and LCDP recognised the importance of establishing an organisation that would provide a range of services based on needs directly identified by local disabled people, that would adhere to the social model of disability, and that would be directly accountable to disabled people.

Three people had already convinced Lothian Region Social Work Department that they should be given money directly to employ their own Personal Assistants, and were operating their own independent living schemes as a pilot. At the same time, they (and other people) were inspired by the work of CILs in Hampshire, Derbyshire and abroad, and

were determined to set up a similar organisation in Lothian. LCiL would become the first organisation of its kind in Scotland, with a basis firmly rooted in the national and international disability movement.

3. The Operation of LCiL

The Company and the Board

The Centre for Inclusive Living operates as a charitable company with limited liability. There is a membership and an elected Board of Directors. The Board has a maximum number of 12 and minimum of 6 members. More than half of the Board of Directors must be disabled people and the Convenor must also be a disabled person.

The Board sets the framework and strategies of operation and development of the Centre. The staff are employees of the company through the Board of Directors.

Operations Team

The operations team consists of the:

- ▶ Chief Executive (F/T)
- ▶ Office and Human Resources Coordinator (F/T)
- ▶ Fund Raising Development Coordinator (P/T)
- ▶ Administrator (F/T)

4. Key Tasks

LCiL, through its staff and under the guidance of the Board, aims to carry out key tasks in pursuit of its overall objectives. In short, these tasks are:-

- ✓ To provide information, and support to disabled people to enable them to set up their own independent living packages.
- ✓ To provide training on relevant topics which will enable disabled people to gain the skills and confidence to make informed decisions about their life style
- ✓ To offer training on Disability & Independent Living issues which can inform good practice of other organisations and enable them to comply with relevant legislation
- ✓ To provide a payroll service for disabled people who employ their own support staff.
- ✓ To provide training opportunities to those wishing to be employed as personal assistants.

- ✓ To provide an accurate, up to date and accessible disability information service.

5. Location of Services

LCiL's main office is located in Norton Park, a building which houses over 20 other voluntary organisations.

6. How is LCIl funded?

LCiL has a Service Level Agreement with the four Lothian local authorities to deliver some of the services above. The organisation, however, actively seeks funding from other sources such as:

- ▶ Scottish Government grants
- ▶ Trusts and Charitable organisations grants
- ▶ Lottery grants
- ▶ Contracts with other organisations

7. Service Provision

7.1 Independent Living & Training Team

Staff

- 1 x Independent Living & Training Team Co-ordinator (F/T)
- 2 x Independent Living Officer (F/T)
- 2 x Independent Living Officer (28 hrs.)
- 1 x Independent Living Officer (16 hrs.)
- 1 x Training Administrator (P/T)

The Independent Living & Training Team, under the direction of the Independent Living & Training Team Co-ordinator, assists individual disabled people to set up and maintain flexible Independent Living packages.

The team of Independent Living Officers supports those wishing to access Self-Directed Support and Independent Living Funds. The advice and support offered covers issues relating to community care, support planning, the recruitment and management of staff or contracting with care agencies.

Local Peer Support groups for Personal Assistant Employers are also facilitated by the Independent Living Team.

The Independent Living & Training Team works closely with all LCIl service teams to ensure that individual service users have access to a comprehensive, effective service.

The Training Service exists to ensure that disabled people, Direct Payments Support organisations and any other relevant, interested organisation has access to training opportunities on disability issues such as Equality, Independent Living & Self-Directed Support. Personal Development training is also offered to disabled people to ensure that they are able to access training courses which enable them to make informed choices/decisions about taking control of their own support packages.

The Training Programme which has been developed for and by disabled people comprises of courses for existing and potential disabled employers on a range of topics relevant to being an employer. It also offers a short course to new Personal Assistants (PA) which includes sessions on Disability Equality and the Role and Responsibilities of a PA.

7.2 Payroll Service

Staff

1 x Accounts & Financial Services Co-ordinator (F/T)

1 x Payroll Support Officer (F/T)

3 x Payroll Officers (F/T)

..... 3 x Payroll Officers (P/T)

1 x FMS Administrator

The Payroll Team currently provides a comprehensive, computerised payroll service for an average of 500 Personal Assistant Employers who are employing around 1,000 Personal Assistants per month. The Personal Assistant Employers figures continue to increase at a steady rate. The number of PAs employed fluctuates on a monthly basis.

The Operations Co-ordinator is also responsible for the overall administration and financial work of the organisation.

7.3 Grapevine: Disability Information Service

Staff

1 x Information and Communications Co-ordinator (P/T)

3 x Information Worker (P/T)

The Grapevine Disability Information Service, under the direction of the Information and Communications Co-ordinator, provides free, confidential information and advice on any disability matter to disabled people and their supporters in Edinburgh. Grapevine seeks to enable disabled people

to act on their own behalf through information provision. We believe everyone has a right to accurate, accessible information which informs them of their rights and choices to take control of their lives.

The Information Service provides information and advice on a wide range of disability issues including disability benefits, community care, self-directed support, accessible transport, equipment, housing and adaptations, education and employment, leisure activities and holidays, equality and improving access. The service responds to over 100 enquires per month via the telephone helpline and email/online enquiries. The service also provides face-to-face appointments for disabled people who require assistance with Personal Independence Payment (PIP) forms and Attendance Allowance forms at our offices in Norton Park. Outreach work in the community also takes place through the provision of talks to disabled people's groups and information surgeries.

7.4 Communications:

The Information and Communications Coordinator also has a role in overseeing communications within and out with LCiL. This involves ensuring the LCiL brand is reflected in our publications, website and other electronic media, increasing our public profile through events, conferences, press activity and working alongside the CEO to ensure the organisation reflects the social model of disability and principles of independent living in all its communications.

7.5 Self Directed Support Development Programme

Staff

- 1 x Programme Coordinator (F/T)
- 2 x Development Worker (P/T)
- 1 x Administrator (P/T)

The development programme is funded by the Scottish Government under the Self Directed Support programme fund to develop independent, user-led support and information and capacity building fund for support and information organisations.

The SDS development programme responds to local SDS developments in the Lothians, and ensures that LCiL's future support/information services meet the local demand effectively and creatively. The SDS development programme enables LCiL to:

- take a coordinated approach to enable LCiL to offer an improved SDS support service better suited to the needs of individuals using with self-directed support packages. Including developing support and brokerage models.
- research the needs and develop support resources and systems.

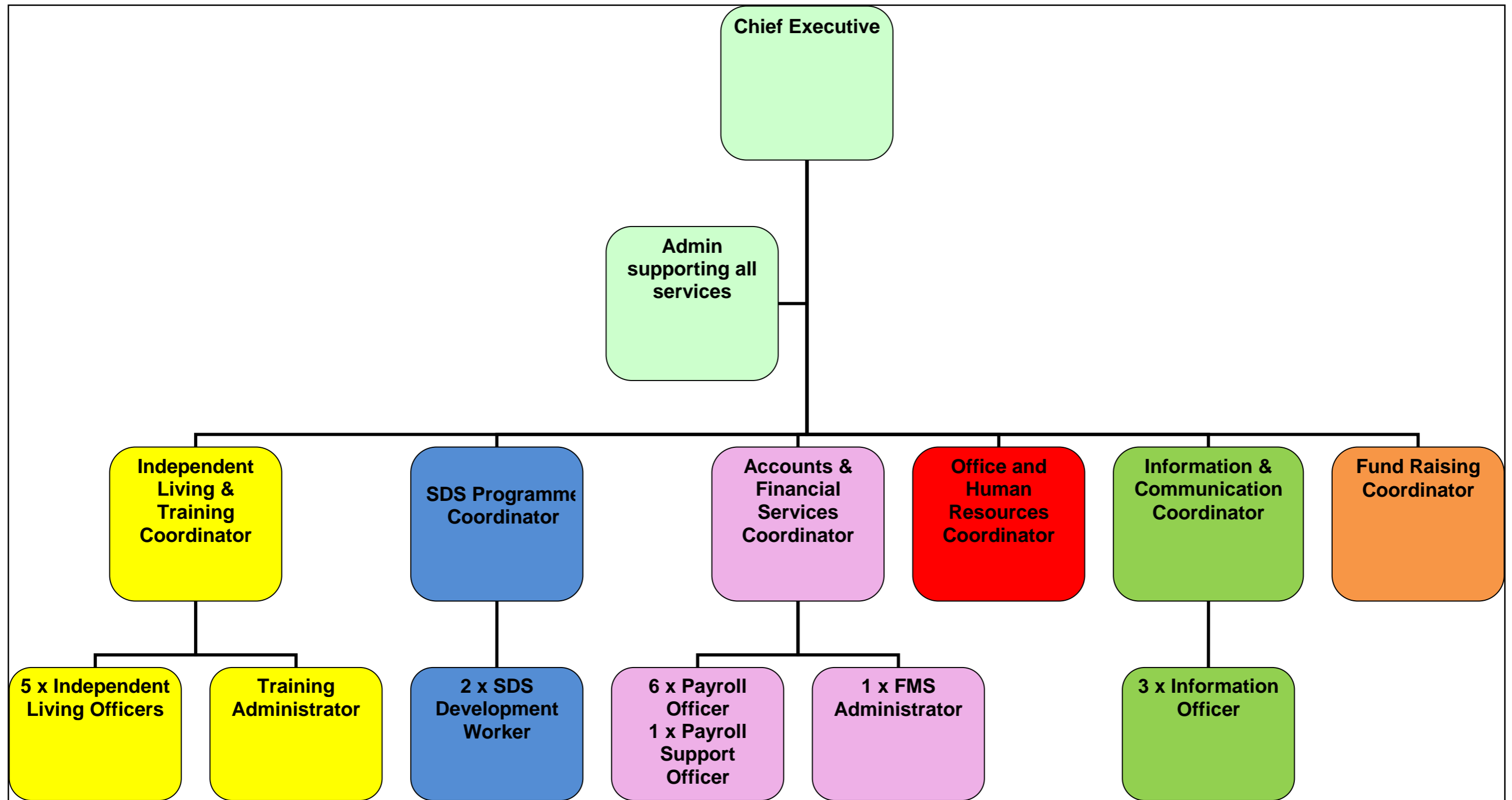
- influence local SDS policy and practice. Including working in co-production with local authorities and pro-actively engaging with local authorities and other agencies while involving disabled people, people with long term conditions and their supporters.

As part of the SDS development programme LCiL has developed a **Champions programme**, which has trained and equipped a group of disabled people, people with long-term conditions and carers as Champions who promote understanding of Independent Living and SDS, and raise the profile of LCiL and Disabled People's Organisations. The Programme Coordinator co-ordinates the Champions.

Each of the nine Champions has a Buddy who is a member of LCiL staff and who supports them to carry out their role. Champions meet together regularly to share learning and have formed a strong peer support group. During its first year of operation the programme became an integral part of LCiL and has been instrumental in influencing how SDS is implemented.

A video has been made showing how the programme was set up and the outcomes during the first year:

<https://www.youtube.com/watch?v=IBOgiFS25qE>



Getting in touch



To find out more, contact us at:
Lothian Centre for Inclusive Living
Norton Park, 57 Albion Road
Edinburgh, EH7 5QY

(our offices are fully accessible, with parking available)



0131 475 2350 (10am – 4pm)
18001 0131475 2383 (text direct)
lcil@lothiancil.org.uk

or visit our website:

www.lothiancil.org.uk



Find us on Facebook



Follow us on Twitter

Grapevine

0131 475 2370

(Mon-Fri, 10-4)

grapevine@lothiancil.org.uk

Information is available on request in a range of formats:

Audio



Braille



Easy words



Large Print



LCiL is a registered charity number SC017954

Pictures from CHANGE Picture Bank & London People First



Lothian Centre for Inclusive Living

LCiL works with disabled people, people with long-term conditions and older people, parents and carers in Edinburgh and the Lothians.

We support people to:

- live more independently
- be more in control
- use self-directed support

What we do and our services

About us

We are a user-led disabled people's organisation, and a registered charity.

We're part of the Independent Living Movement and we work with disabled people to take control of their own lives, support their choice to take up their rights and enable their full participation in society.

Our services are designed and delivered by disabled people.



Providing you with information and one-to-one support to manage your own self-directed package.

Wages processing and administration if you employ your own personal assistants (PAs).

Financial Management Service to help you budget and plan, make payments and manage paperwork.



Free, confidential disability information and advice to people in Edinburgh

For individuals or organisations on topics such as Disability Equality and self-directed support. Skills training for disabled employers and PAs.



Workshops, peer support groups and one-to-one peer support to help parent carers and disabled people in the Lothians increase their knowledge, skills, confidence and resilience.

A group of service users who're trained and supported to share their lived experience of independent living, self-directed support, LCiL services and peer support.

