

SCOTTISH AUTISM

Embracing difference,
leading change

Practice Advisor Centre for Practice, Policy and Research

Location: Flexible with requirement to work across the organisation

About Scottish Autism

Scottish Autism seeks to promote and provide care, education, support and opportunities for people with autism of all ages throughout Scotland. We work tirelessly to create a world where autistic people are understood and enabled to lead meaningful, fulfilling and happy lives as valued members of the community.

A key expectation of everyone who works for Scottish Autism is that they live and breathe our values; Collaboration, Change Makers, Compassion and Contribution. Our values come into play throughout everything we do at work – how we work together, and how we deliver services to the people we support and to the people we work alongside.

Centre for Practice, Policy and Research (CPPR)

The CPPR is our organisational hub for the development of practice and leads on the delivery of our staff learning and development. We undertake participatory practice research and seek to facilitate and

inform research activity that is compatible with our organisational values. The centre delivers our community facing services such as our advice line, external training and consultancy. Our national and international networks and partnerships are developed through the CPPR. Additionally the CPPR works to inform and influence policy and legislation that has a direct impact on the lives of autistic people in Scotland.

The Role:

Reporting to the Practice Development Manager, you will use coaching, training and practical advice to work with individual staff and service teams across our organisation to develop and improve autism practise. This will include delivery of on line and face to face training from induction and through the Learning Management System (LMS).

Additionally, you will support staff to achieve SVQ and to undertake other mandatory training. You will work with services to ensure the consistent application of LMS and our wellbeing model with a particular focus on our organisational aim of eliminating the use of restraint and embedding our low arousal approach.

Key tasks and responsibilities:

- To work with the Practice Development Manager to deliver our strategic objectives.
- To provide the Practice Development Manager with a range of relevant data including that required to monitor and report on progress against key performance indicators.
- To support services to embed a coaching approach.
- To deliver our staff training pathway from induction and through the LMS.
- To support staff to complete SVQ.

- To work collaboratively with service teams to ensure practice development needs are identified and met.
- Support the delivery and completion of the Autism Practitioner Award.

Skills and Attributes

- To embed and demonstrate Scottish Autism's values, Compassion, Contribution, Collaboration and Change Maker in all aspects of service delivery.
- To develop a knowledge of autism and other conditions as relevant to supported individuals.
- To understand and implement Scottish Autism Policy and Procedure, Care Inspectorate and SSSC guidance and all other relevant legislation.
- To work collaboratively with colleagues and all relevant parties, to deliver high quality support, whilst driving forward autonomy within individual teams.
- To be confident using IT and sharing information through digital processes.

Knowledge and Experience

- To maintain mandatory training requirements and develop knowledge of autism in order to demonstrate continuous professional development.
- Develop understanding of and implement low arousal support, following Studio 3 principles, focusing on reducing restraint and achieving Scottish Autism's aspiration of eliminating restraint.
- To be registered with SSSC or equivalent and hold or be willing to work towards a relevant qualification.
- To be a member of the Protecting Vulnerable Groups scheme (PVG)