

Inclusive Practice Lead Person Specification

Essential

- A professional background in a person-centred, holistic discipline such as occupational therapy, youth work, psychology, health visiting, social care, education or a closely related field; or significant professional experience in inclusive practice and safeguarding.
- A demonstrable understanding of safeguarding practice, ideally including experience working with young people or adults with complex needs.
- Experience of working with children, young people and/or adults in community, education, health, social care or similar environments.
- Experience working with people and families where circumstances may be complex.
- Confidence translating specialist insight into practical, usable guidance for non-specialist teams such as artists and facilitators.
- Willingness to work toward an Enhanced DBS check immediately.

Desirable

- Experience working within, or alongside, a creative, arts or youth arts organisation.
- Experience working in a community setting with high deprivation, complex demographics or a wide range of languages spoken.
- Experience designing or delivering training for non-specialist teams.
- An interest in movement, dance or creative facilitation. This is not required: professional background matters more than a dance background.

You should demonstrate strong experience in **at least two of these three areas**:

1. **Inclusive practice and access**
2. **Psychological, behavioural or person-centred practice**
3. **Safeguarding**

We recognise that it would be unusual to find someone who is a specialist in all three. We are therefore deliberately looking for strength in at least two, with the ability to work collaboratively to address the third.

We are looking for someone who is:

Curious

You notice things. You ask why. You are interested in what sits underneath what you see.

Person-centred

You start with the person rather than the process.

Observant

You can see what is happening in a room without immediately needing to intervene.

Calm

You can hold complexity without becoming overwhelmed by it.

Practical

You turn insight into something people can actually use.

Collaborative

You work with artists and community practitioners rather than telling them how to do their jobs.

Reflective

You are comfortable saying, "I don't know" and working out the answer with others.

Challenging in the right way

You can question established practice without making people defensive.

Relational

You understand that trust is built through consistency, presence and genuine connection.

Values-led

You believe that everyone should be able to access, participate in and benefit from creative activity.

Safeguarding and DBS

We work with children, young people and adults at risk, and safeguarding runs through everything we do. This role is subject to an enhanced DBS check. That requirement is non-negotiable, but it is not a barrier to applying: you either already hold a current enhanced check, or you are willing to have one carried out. We cover the cost. If you already hold a check registered with the DBS Update Service, we can usually use that rather than starting again.

Any offer will be conditional on a satisfactory check, together with references and proof of your right to work in the UK. You will complete our safeguarding induction and will be expected to work within our safeguarding policy, code of conduct and consent procedures at all times.