

Job Description

Job Title: Strategic Lead for Neurodiversity
Accountable to: Head of Healthcare

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- we treat patients and each other as we would like to be treated,
- we act with integrity
- we embrace diversity
- We strive to do things better together.

Patients can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

The role

You will provide strategic leadership specialising in neurodiversity within a diverse healthcare setting. The role will encompass the needs of the neurodiverse population, utilising validated screening tools and assessments leading to evidenced based care planned interventions. Developing and implementing clear joined up pathways across all healthcare settings, involving our custodial partners. A key component will also be to lead on developing professional relationships and pathways with community settings to enhance referrals and specialised involvement upon discharge. Ensuring that a holistic and collaborative care planned approach is maintained throughout.

You will lead on the development and training needs of staff. Providing understanding of neurodivergent needs and what reasonable adjustments could look like within the custodial setting whilst maintaining a trauma informed approach. The strategic role will work with performance leads, developing appropriate and consistent data collection ensuring high standards of care is provided throughout.

As a lead you will model a culture of compassion, care, courage, commitment, communication and competence.

You will contribute to our healthcare strategy and vision to;

Provide outstanding evidence based care to our patients, seeking out, listening to and acting on their feedback, so that care is personalised and informed by what matters to them.

Deliver non-judgemental care that makes a real difference, as defined throughout our bespoke Health in Justice Competency framework.

Inspire excellence by forging strong links with our partners and stakeholders and providing a service that people can trust, feel safe within, and feel proud of.

Promote best practice, clinical supervision, evidence based care and continuous quality improvement, embedding a culture of shared learning.

Share knowledge, skills and expertise to ensure safe care, building strong multi-disciplinary teams and supporting each other to do a great job. Encourage a shared learning approach to teaching.



About you

- RMN, RNLD, Social Worker (Mental Health) or Occupational Therapist (Mental Health)
- Current professional qualification (NMC, HCPC or equivalent)
- Evidence of Continued Professional Development
- Understanding of the complexities of multi-disciplinary and multi-agency working
- A non-judgmental and compassionate approach
- Excellent communication skills
- Understanding of clinical governance, health and safety, QOF, EBP and national standards
- Good IT skills and IT literacy
- Knowledge of healthcare policies and best practice
- Proactive problem solving skills

- Flexible attitude to working arrangements
- Experience working with a neurodiversity patient group
- Motivated as an individual and when working in a team
- Able to work within a busy environment
- Willing to learn and develop being committed to self-development
- Experience in service development



Additional information

Disclosure and Barring Service- a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

Prison Vetting- a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

Education and Training- continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.