

# Epping Forest District Council

## Disability Inclusion Officer

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# ROLE PROFILE

**Job Title**: Disability Inclusion Officer

**Service**: Health Improvement - Inclusion

**Grade**: E

**Work Location**: Agile – Home / Office

**Main Purpose of the Job**

Be responsible for the day to day direction of functions within post holder's area and for the delivery of outcomes.

Ensure the Council meets its statutory obligations and that the highest standards of probity and good conduct are maintained at all times.

Work collaboratively with the Community, Culture and Wellbeing team to bring about change and improvements to service delivery within finite resources. Take collective responsibility for ensuring excellent services are provided to our customers.

**Key Responsibilities**

**Corporate**
Ensure our customer service and delivery is excellent and continually improves.

Take responsibility for ensuring that the Council's decisions and policies are implemented.

Demonstrate the Council's governance mechanisms, ensuring appropriate standards of performance, operational effectiveness, probity, safeguarding, risk management, safety, equality and open government are maintained.

Participate in projects to achieve the most effective services possible for the community, partners and the Council.

**Service**

To work in partnership with key stakeholders (internal and external) to develop and deliver high quality, innovative and sustainable projects that enable and support children, young people and adults with disabilities to improve their health & wellbeing through the Disability Inclusion Programme.

To further develop disability inclusion provision throughout the district in line with the Epping Forest Health & Wellbeing Strategy and Corporate Plan.

To develop and deliver a range of inclusive sports, health, wellbeing and physical activity programmes across the Community, Culture & Wellbeing service, increasing engagement, generating income and securing external funding and resources.

To implement rigorous monitoring and evaluation of all activities, including regular consultation, to ensure continuous improvement of services and activities provided.

Duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

## SKILLS, KNOWLEDGE & ATTRIBUTES

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| **Education** | Relevant professional degree/qualification or demonstrable equivalent work experience.<br><br>Demonstrate a good understanding of safeguarding issues commensurate with the role. |
| **Experience** | Worked within an organisation of comparable scale and complexity.<br><br>Proven experience of the work area and dealing with partners and colleagues at all levels of the organisation.<br><br>Proven experience of the development and delivery of projects and initiatives to support the health and wellbeing of children, young people and adults with disabilities |
| **Knowledge & Skills** | Strong inter-personal and communication skills, including the ability to establish positive working relationships with key stakeholders, partners and colleagues that generate confidence and respect.<br><br>A good understanding of the use of technology for the delivery of modern, streamlined services and processes.<br><br>A thorough appreciation, knowledge and understanding of the current issues facing local government.<br><br>Possess a degree of political sensitivity.<br><br>Organisational skills |
| **Behaviours** | |
| **Trust** | Able to demonstrate personal conduct, integrity and credibility that inspires confidence in members, employees, customers, partners and others. |

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| | The ability to take responsibility for actions, learn from mistakes through constructive feedback and trust colleagues.<br><br>Self-aware and understands how own style and behaviour impacts on the performance of others. |
| **One Team** | Collaborative approach to knowledge sharing across teams.<br><br>Successfully work as part of a team to achieve performance and results.<br><br>Demonstrate strong emotional intelligence and resilience. |
| **Performance** | Strong focus on outcomes.<br><br>Proactive and tenacious in approach.<br><br>Demonstrate the ability and willingness to ensure continuous improvements in performance/service delivery<br><br>o be accountable for personal performance, through meeting agreed personal targets and through undertaking planned programmes of professional development. |
| **Innovation** | Good judgement, strong analytical skills and the ability to use data and information intelligently and innovatively.<br><br>Demonstrate the ability to adopt a creative and innovative approach to the role. |
| **Customer** | Demonstrate a strong customer focus.<br><br>Demonstrate a strong personal commitment to quality and cost effective public services, informed by customer and community involvement. |
| **Other Requirements** | Strong inter-personal and communication skills, including the ability to consult, negotiate, persuade and influence others.<br><br>Ability to attend meetings outside of normal working hours.<br><br>Able to attend meetings, sites or events etc. where public transport does not exist or is limited, through utilising own vehicle where necessary.<br><br>To act as a key holder and undertake Duty Officer responsibilities (weekday and weekends) |

## VALUES AND BEHAVIOURS

Everything we do is underpinned by our values and behaviours.

### Customer

We will put the customer at the heart of everything we do, providing services that are tailored to the differing needs of our communities.



### Trust

We are open and honest with each other and our customers, treating everyone with respect and taking responsibility for our actions.



### Performance

We take pride in our work and celebrate our achievements. We will learn from our mistakes and always do what we say we will.



### One Team

Working together as One Council, supporting each other and our partners to achieve better results for everyone.



### Innovation

We will seek new ways of working – improving and changing to meet new challenges.



# BENEFITS

We offer a wide range of benefits to our employees and detailed below are just some of the amazing things you can access, in most cases, from day 1 of your employment. Our primary aim is to support your wellbeing as well as providing value for money perks for you and your family.

## Competitive Salaries



Through Local Pay arrangements, our salary rates are reviewed annually and benchmarked against market rates to remain competitive. In addition, we guarantee to meet the NJC award. Local Pay increases are applied at the 1st April each year and the NJC award is applied when agreed (backdated to 1st April).

## Holiday



All employees receive the same leave entitlement of 28 days annual leave in addition to bank holidays and 2 additional statutory days. Currently the 2 statutory days facilitate the office closure over the Christmas and New Year period.

## Agile Working



Our 'Ways of Working' allows our employees the freedom to manage their work and their working hours. For most roles, subject to service requirements, you choose when and where to work, leaving you with time to take care of things that matter to you.

We will provide you with the necessary ICT equipment to enable you to work in this way.

## Learning and Development

We have an extensive learning and development programme called 'The Learning Tree'. All employees can access training regardless of their specific job role. We actively encourage our employees to develop their skills and encourage continuous learning to help shape their future.



We also offer Litmos our learning management system to support employee's personal development.

## Collaborative Workspaces

Our ways of working are now designed for remote working, however if you need to work collaboratively or for personal wellbeing, need to work in an office-based environment, our buildings have been transformed into modern, high specification workspaces, with bookable desks, bookable parking and wellbeing space built in.



## Perkbox – EAP (Employee Assistance Programme)



We offer our employees access to a fantastic online employee assistance programme full of benefits, wellbeing advice and assistance, feedback options and rewards and recognition as part of our total reward package.

## High Street Discounts



From your first day you'll have access to a myriad of discounts on high street shopping, days out, insurance etc. etc. through partnerships with Perkbox and Kaarp.

### Discounted Gym & Swim Membership

We have 4 leisure centres across the district, run by our partners Places Leisure, and discounted membership rates are available for individuals and their families.

### Buying Annual Leave



As part of our continued commitment to supporting the health and wellbeing of our employees, this scheme allows employees to buy additional holiday entitlement.

### LGPS Pension Scheme

You will become part of the Local Government Pension scheme which offers a career average pension on retirement. The LGPS scheme is one of the most generous schemes in the UK and some of the benefits include:

- A secured future income. You have the option when you draw your pension to exchange part of it for a tax-free lump sum.
- Flexible retirement from the age of 55 where you can draw part of all of the benefits you have accumulated helping you to ease into retirement.
- You have the freedom to choose when you draw your pension (between the age of 55 and 75).
- Death in Service benefit of 3x salary rate.



### Green Car Salary Sacrifice Scheme

A salary sacrifice arrangement means you agree to give up the right to receive part of your gross salary in exchange for a brand-new car. The salary sacrificed is deducted before income tax and National Insurance resulting in tax savings on the benefit.



This scheme enables employees to have a new low emission car of their choice which is fully maintained and insured. In addition to having a new low emission car. The car is a company car for tax purposes and only cars with the lowest income tax charge have been included in the car scheme.

## Cycling



We support our employees cycling to work and offer a full bike package to eligible employees. In addition to the HMRC approved cycle rate payment which is not subject to tax and National Insurance.

## Stream

Stream is a financial well-being app that gives you access to a toolkit of fair, simple-to-use financial products and services that can help you feel more in control of your finances. This can be used for flexible pay, tracking and building your finances.



## Professional Memberships

We support our workforce to claim back one professional membership per year. Professional memberships signify an individual's commitment to their profession and their dedication to ongoing learning and development.