



THE  
DONALDSON  
TRUST

Team Leader for **Learning Services**  
Team Leader for **Neurodiverse Services**



# Contents

Welcome from Laura Watkins, CEO	03
The Donaldson Trust Teams Chart	04
Background	05
Advertisement	07
The Role, Team Leader for Learning Services	08
Advertisement	10
The Role, Team Leader for Neurodiverse Services	11
How to apply	13



Team Leader for Learning Services  
Team Leader for Neurodiverse Services



## Welcome from **Laura Watkins, CEO**



It has been my pleasure to have led The Donaldson Trust for the last 6 years.

Our ambition is to be the National Body for Neurodiversity, and to deliver every day in a way which ensures we are focused on positive outcomes and continue to increase the range of support and development opportunities we offer. I am determined that we work as one organisation to ensure our relevance, vibrancy and sustainability.

Our approach is based on understanding and building relationships with the child or young person, and through person centred planning, deliver the appropriate support and development. We are committed to making sure that all voices of service users and stakeholders are heard and embedded within individual plans. We strive to continue to make our organisation sustainable, ensuring that we are here now, and in the future, to offer support and development opportunities to those children and young people who benefit from our services.

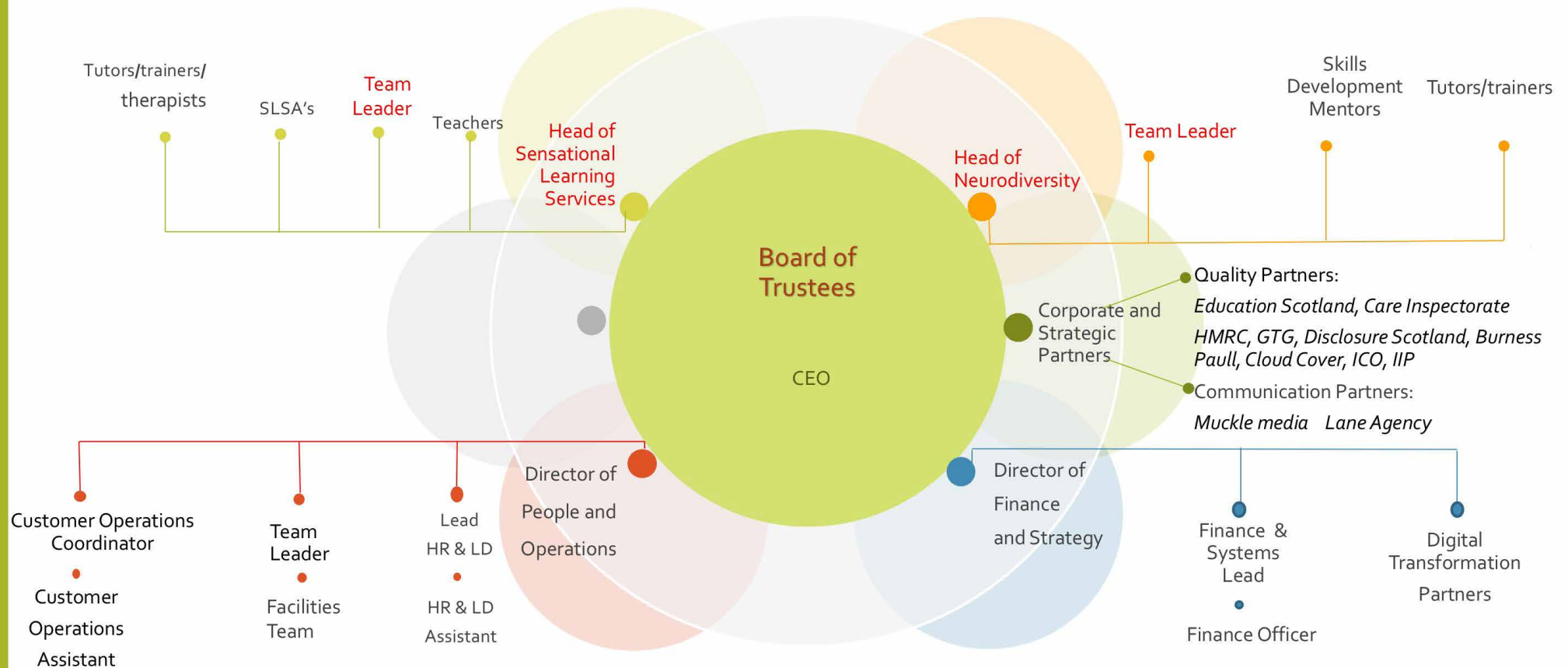
I am delighted to be working with my colleagues in the search for two key roles. These roles are essential to the future direction and focus of our organisation. These Team Leaders will have a crucial part to play in the development and delivery of our services.

I would be pleased to hear from candidates who wish to contribute to our organisation and what we do, and who are keen to work with me, the Executive Team, our Board and all our Colleagues to shape the future at a pivotal time for developing services for people with neurodiversities in Scotland, and further afield.

Our vision is to be the most respected organisation in Scotland for the services offered to people with neurodiversities – if you want to be part of this, I look forward to hearing from you.

**Laura Watkins**  
CEO

# The Donaldson Trust Teams Chart





# Background

The Donaldson Trust has a long history in Scotland and has been recognised and respected for supporting children since its 1851.

The Trust has had a clear commitment regarding the services it provided, which have included the original hospital for destitute and vulnerable children to the more recent residential educational establishment for children who are deaf.

## The Changing Landscape

Until 2016, the Trust was operated and was well known to be the National School for the Deaf. However, as a result of a number of government policies, the requirement for continuance of this type of model had diminished. The policy of presumption of mainstream education means that deaf children are more often included in their local school community. In 2016 the Board agreed that a constitutional review was necessary, and with this, an undertaking to widen the purpose of the Trust that would provide a more sustainable and attainable future.

It was agreed that our new purpose would be:

- ♦ to promote and encourage children and young people with additional support needs to realise their potential.

Since 2012 the Scottish Government has been considering the recommendations made within the Doran Review and the 4 key areas of priority identified as:

- ♦ **Autism**
- ♦ **Mental health**
- ♦ **Transition**
- ♦ **Education for Children in Hospital**

As a result of the consultation findings and the flexibility the change of purpose allows, the Trust piloted a new transitional support service for children and young people with neurodiversities in 2016.



The success of the service has been evident with positive outcomes being achieved, with numbers attending growing year on year to a total of 60 young people registered with the service at any one time.

The Scottish Government has been hugely supportive of this change in direction of the Trust and has recommended that for the purpose of strategic commissioning, services would need to be offered from a national perspective.

Through the Learning Centre and #JunXI0n support service, The Donaldson Trust supports children and young people, and encourages each and every one of them to realise their potential. In addition, the Connect service works in partnership with individuals, organisations and business to increase the understanding of neurodiversity and improve the experiences of neurodivergent people in the wider world. We pride ourselves on our person-centred approach, recognising the importance of tailored, flexible support services so we can truly meet the individual needs of children and young people.

# Background



## #JunXI0n:

- ♦ Empowers young people to identify goals and ambitions. Working together, to improve understanding of strengths and wellbeing needs.

## Reboot your options

#JunXI0n is underpinned by a can-do culture and creative space that supports and engages young people. In doing so, the service empowers young people to design their own inspiring and realistic future. The person-centred planning approach lays the foundations for each young person to find the headspace in order to “reboot their options”.

## The Learning Centre

- ♦ Provides individualised, person-centred, skills-based learning for children and young people up to the age of 18 with complex additional support needs, including autism, sensory impairment and communication difficulties.

## Our Aims are:

- ♦ To be relevant, vibrant, agile and sustainable
- ♦ To be the recognised organisation for excellent practice related to neurodiversity
- ♦ To influence and impact services across education and society in relation to how individuals and organisations approach neurodiverse young people
- ♦ Improve the outcomes for people with neurodiversities
- ♦ Improve the representation of neurodiversity socially, politically and culturally
- ♦ To grow a community of partners and partnerships supporting neurodiversity

## Our Ambition

- ♦ To be the National Body for Neurodiversity

We deliver everything through our overarching principles of:

Organisational Excellence - Increasing Beneficiaries - Making a Difference

## And our Values:

### Individual capability

- ♦ Everyone has their individual capabilities; we find them. Help people reach their own potential. We loosen the confines, remove the barriers. We believe in every single person. Treating people as individuals shows we are flexible in our approach

### Creativity

- ♦ We are curious, forward-thinking, always looking for a better way. One day, we will be truly pioneering.

### Human dignity


- ♦ We have integrity. We treat everyone with respect. We listen.

### Compassion

- ♦ We understand. We have empathy. We are kind and caring.

### Openness and honesty

- ♦ By being open and honest we earn trust; from that, we build rewarding relationships.



Team Leader for Learning Services  
The Donaldson Trust, Linlithgow  
circa. £25,000

# Advertisement



Team Leader for Learning Services  
Team Leader for Neurodiverse Services

The Donaldson Trust is committed to promoting and encouraging children and young people with sensory and additional support needs to realise their full potential.

The Donaldson Trust is committed to promoting and encouraging children and young people with sensory and additional support needs to realise their full potential.

The vision is to be the most respected organisation in Scotland for the services offered to people with sensory impairments and neurodiversities. To support us on this journey, we require the best people to help us realise our aims of being relevant, vibrant and sustainable.

The Sensational Learning Centre provides the highest quality learning and teaching experiences to children and young people with neurodiversities, delivered through digital technology and Artificial Intelligence as well as established teaching and learning methods. We aim to be the national body for neurodiversity within Scotland.

As Team Leader for Learning Services, you will support the Head of Sensational Learning and all Learning Centre staff to realise the aims of the Sensational Learning Centre and establish this as a leading centre of excellence in Scotland with a reputation beyond our borders. Specifically, you will lead and maximise the contribution of all Specialist Learning Support Assistants – ensuring that they are equipped to deliver in their roles and to fulfil their full potential. You will ensure that all resources are used effectively.

You will work collaboratively with colleagues to ensure the learning and teaching of children and young people with a wide range of complex additional support needs, ensuring the learning environment reflects individualised learning requirements. You will promote and safeguard the care, safety, health and wellbeing of all our children and young people, communicating appropriately with parents and carers.

With experience of working with young people with additional support needs and the ability to successfully support a team towards shaping the future direction of the Trust in line with its values, aims and ethos, you will bring a self-motivated and proactive approach. Ideally, you will be qualified to SVQ Level 3 in a relevant subject such as Education, Childcare or Health and Social Care or be willing to work towards this.

This is an operational role and requires a professional, confident, diligent individual with a with a strong awareness and understanding of safeguarding legislation within Care and Education settings and a willingness to develop themselves and others. A driving licence would be advantageous.

To apply for the post, please send a tailored CV and covering letter to [people@donaldsons.org.uk](mailto:people@donaldsons.org.uk)

# The Role

## Team Leader for Learning Services



### Context

The Donaldson Trust announced an exciting 10-year strategic plan and journey to excellence in January 2020. We are committed to promoting and encouraging children and young people with sensory and additional support needs to realise their full potential. The vision is to be the most respected organisation in Scotland for the services offered to people with sensory impairments and neurodiversities. To support us on this journey, we require the best people to help us realise our aims of being relevant, vibrant, agile and sustainable.

The Sensational Learning Centre provides the highest quality learning and teaching experiences to children and young people with sensory needs and neurodiversity, delivered through digital technology and AI (Artificial Intelligence), as well as established teaching and learning methods. We provide children and young people with opportunities to develop their abilities and skills by engaging them with a range of contemporary digital tools delivered by specialist practitioners and partners based both in the

United Kingdom and internationally. We are creative and flexible in our approach to learning both within our campus, on an outreach basis and through split placements within communities.

### Job Purpose

The role will take responsibility for:

- ♦ Leading and maximising the contribution of all Specialist Learning Support Assistants, ensuring that they are equipped to deliver in their roles and to fulfil their full potential
- ♦ Supporting the Head of Sensational Learning and all Learning Centre staff to realise the aims of the Sensational Learning Centre and establish this as a leading centre of excellence in Scotland
- ♦ Supporting the learning and teaching of children and young people with a wide range of additional complex needs
- ♦ Ensuring the learning environment meets the individualised needs of our children and young people
- ♦ Demonstrating best practice in low arousal supports and empathic behaviour support within the classroom and the community
- ♦ Ensuring effective use of resources



# The Role



## Key Responsibilities

- ♦ Lead, motivate, coach and develop the team of Specialist Learning Support Assistants, ensuring all people management responsibilities are carried out in a timely and effective manner
- ♦ Ensure the highest quality of care and protection for children and young people within the service, promoting and safeguarding their health and wellbeing
- ♦ Work closely in collaboration with teachers and other Learning Centre staff to develop and deliver activities and tasks aligned to individual learning needs
- ♦ Maintain your own health and safety at work and ensure the health and safety of colleagues and the children and young people who use our services
- ♦ Work proactively with colleagues to encourage positive behaviour and de-escalate concerning behaviours
- ♦ Organise and ensure the most effective use of staffing and learning resources
- ♦ Liaise effectively with children and young people, their parents/carers and external partners as appropriate
- ♦ Support creativity and innovation in identifying better ways of doing things, for example, in learning methodologies and technologies which will benefit the children and young people
- ♦ Plan and work closely with team members to ensure all monitoring, recording and administrative systems are adhered to in the most accurate and effective way and in accordance with data protection legislation
- ♦ Maintain your own Continuous Professional Development and contribute as appropriate to the wider aims of the Trust through collaborative working across the organisation



## About you:

- ♦ Be a role model for staff and stakeholders, showing energetic, determined, flexible and positive leadership that will support our aims of being relevant, vibrant, agile and sustainable
- ♦ Have relevant experience of working with children and young people with complex additional support needs and in working in partnership with parents and external partners
- ♦ Hold an SVQ Level 3 (or equivalent) qualification in a relevant subject (such as Education, Childcare or Health and Social Care) or be willing to work towards this
- ♦ Have experience of leading and managing people and supporting their development
- ♦ Excellent communication and interpersonal skills with the ability to work effectively with a range of stakeholders
- ♦ Adopt a flexible leadership style with the ability to challenge as appropriate and be able to give and receive constructive feedback
- ♦ Able to work effectively as part of a team

Team Leader for Neurodiverse Services  
The Donaldson Trust, Linlithgow  
circa. £25,000

# Advertisement



Team Leader for Learning Services  
Team Leader for Neurodiverse Services

The Donaldson Trust is committed to promoting and encouraging children and young people with additional support needs to realise their full potential.

The Donaldson Trust is committed to promoting and encouraging children and young people with additional support needs to realise their full potential.

The vision is to be the most respected organisation in Scotland for the services offered to people with neurodiversities. To support us on this journey, we require the best people to help us realise our aims of being relevant, vibrant and sustainable.

We aim to be the national body for neurodiversity within Scotland and as Team Leader for Neurodiverse Services, you will support the Head of Neurodiversity to develop and expand the Trust's neurodiverse services, including policy development and income generation. Specifically, you will lead and maximise the contribution of staff working within Neurodiverse Services – ensuring that they are equipped to deliver in their roles and to fulfil their full potential. You will ensure that all resources are used effectively.

You will work collaboratively with colleagues to ensure that our Neurodiverse Services support and guide young people to achieve their goals and ambitions and you will work in partnership with trainees, parents and professionals to ensure a consistent and supportive person-centred approach.

You will support the operational development and quality assurance of all Neurodiverse Services and develop effective external partnerships. You will promote and safeguard the care, safety, health and wellbeing of all our young people.

With experience of working with people with neurodiversities and the ability to successfully support a team towards shaping the future direction of the Trust in line with its values, aims and ethos, you will bring a self-motivated and proactive approach. Ideally, you will be qualified to SVQ Level 3 in a relevant subject such as Health and Social Care or be willing to work towards this.

This is an operational role and requires a professional, confident, diligent individual with a with a strong awareness and understanding of safeguarding legislation within Care and Education settings and a willingness to develop themselves and others. A driving licence would be advantageous.

To apply for the post, please send a tailored CV and covering letter to [people@donaldsons.org.uk](mailto:people@donaldsons.org.uk)

# The Role

## Team Leader for Neurodiverse Services



### Context

The Donaldson Trust announced an exciting 10-year strategic plan and journeys to excellence in January 2020. The vision is to be the most respected organisation in Scotland for the services offered to people with neurodiversities. To support us on this journey, we require the best people to help us realise our aims of being relevant, vibrant, agile and sustainable.

### Job Purpose

The role will take responsibility for:

- ♦ Leading and maximising the contribution of staff within Neurodiverse Services, ensuring that they are equipped to deliver in their roles and to fulfil their full potential
- ♦ Supporting the Head of Neurodiversity to develop and expand the Trust's neurodiverse services
- ♦ Ensuring the achievement and maintenance of high standards of service delivery, embedding a person-centred approach throughout
- ♦ Ensuring that opportunities are created for the young people using the service to plan and work towards their agreed ambitions and objectives
- ♦ Engaging with external partners to support collaboration, sustainability and creative development of services
- ♦ Ensuring effective use of resources

### Key Responsibilities

- ♦ Lead, motivate, coach and develop the team within Neurodiverse, ensuring all people management responsibilities are carried out in a timely and effective manner
- ♦ Ensure that standards of professional competence are maintained, and regulatory requirements achieved
- ♦ Ensure the highest quality of care and protection for young people within the service, promoting and safeguarding their health and wellbeing
- ♦ Work closely in collaboration with colleagues to develop and deliver activities and tasks aligned to individual needs and ambitions
- ♦ Maintain your own health and safety at work and ensure the health and safety of colleagues and the young people who use our services

# The Role



- ♦ Organise and ensure the most effective use of staffing and other resources
- ♦ Connect and engage with external partners to facilitate the development of opportunities to jointly provide services that support neurodiverse people to realise their potential
- ♦ Support creativity and innovation in identifying better ways of doing things, for example, in learning and vocational methodologies and technologies which will benefit the young people
- ♦ Plan and work closely with team members to ensure all monitoring, recording and administrative systems are adhered to in the most accurate and effective way and in accordance with data protection legislation
- ♦ Maintain your own Continuous Professional Development and contribute as appropriate to the wider aims of the Trust through collaborative working across the organisation

## About you

- ♦ Be a role model for staff and stakeholders, showing energetic, determined, flexible and positive leadership that will support our aims of being relevant, vibrant, agile and sustainable
- ♦ Have relevant experience of working with young people with neurodiversities and in applying a person-centred approach and ethos
- ♦ Hold an SVQ Level 3 (or equivalent) qualification in a relevant subject (Health and Social Care) or be willing to work towards this
- ♦ Have experience of leading and managing people and supporting their development
- ♦ Excellent communication and interpersonal skills with the ability to work effectively with a range of stakeholders
- ♦ Adopt a flexible leadership style with the ability to challenge as appropriate and be able to give and receive constructive feedback
- ♦ Able to work effectively as part of a team



# How to Apply

To apply, please send a tailored CV and covering letter stating, in the subject heading, which role you are applying for to [people@donaldsons.org.uk](mailto:people@donaldsons.org.uk)

Please note that the covering letter should be no more than 2 pages of A4 and should summarise your relevant skills, experience and motivations for applying to and working with The Donaldson Trust. It is therefore an important part of the application and will be used as part of our selection process.

## Additional Information

Salary  
circa. £25,000

Location  
Linlithgow

Timescales

## Closing date for applications:

Friday 30th October

## Interviews will be held

w/c 9th November

To be inspired please visit  
[www.donaldsons.org.uk](http://www.donaldsons.org.uk)