

Job Title:	Senior Adult Autism Outreach Practitioner
Reports to (job title):	Transforming Care Programme Lead
Line Manager to:	Adult Autism Outreach Practitioner

Job purpose

The All-Age Autism outreach service provides comprehensive support to adults, children, young people, and families with an Autism diagnosis or on the pathway for assessment, across Southend, Essex and Thurrock. We prioritise personalised and family-centred care, ensuring that individuals receive the right support at the right time, in a coordinated and community-based manner. Our team of Autism Practitioners play a vital role in delivering this vision, working closely with adults, children, young people, and their families to empower them and facilitate access to essential services.

Role Overview:

As a compassionate and dedicated Senior Adult Autism Outreach Practitioner, the postholder will provide person-centred support to adults who have either received an autism diagnosis or are awaiting assessment. The role will focus on helping individuals develop a positive understanding of their neurodiversity, recognising their unique strengths and abilities, and identifying practical strategies to navigate challenges and achieve their personal goals.

The Senior Adult Autism Outreach Practitioner will manage a caseload of adults, working collaboratively with them, their families, and wider support networks to identify desired outcomes and develop tailored support plans that build on existing strengths and resources to enable individuals to increase their confidence, resilience, independence, and participation in everyday life.

Using a solution-focused and strengths-based approach, the postholder will promote prevention and early intervention, supporting individuals and families to access the right support at the earliest opportunity and reduce the risk of escalation, crisis, service dependency, or unnecessary hospital admission. They will work to reduce inequalities in access, experience, and outcomes for autistic people, ensuring support is inclusive, accessible, and responsive to individual circumstances. The postholder will embrace a co-production approach, working in partnership with individuals, families, carers, and communities to develop solutions that reflect lived experience. They will adopt an asset-based approach, recognising and building upon community resources, networks, and opportunities through social prescribing and community connections to promote wellbeing, resilience, and independence. The role will contribute to whole-system integration by developing strong partnerships across health, social care, education, housing, voluntary and community sectors to deliver coordinated, person-centred support and improved outcomes.

As a Senior Adult Autism Outreach Practitioner, you will also support Practitioners with line management, caseload management and supervision as well as supporting the leadership team to guide the service to meet the commissioning expectations.

Base

Southend, Essex and Thurrock-wide. Area based but agile to meet the needs of the individuals

Key responsibilities

- **Delegated Management:** Manage and supervise a team of outreach practitioners, providing guidance, support, and caseload supervision as needed. Ensure that team members are appropriately trained, motivated, and equipped to deliver high-quality care.
- **Training and Development:** Provide training and mentoring to outreach practitioners and other team members. Support the ongoing professional development of the team, ensuring that staff have the skills and knowledge needed to deliver high-quality care.
- **Quality Assurance:** Monitor and evaluate the effectiveness of interventions and care plans, making adjustments as needed to ensure positive outcomes for individuals, and families. Participate in quality assurance processes and contribute to service improvement initiatives
- **Personalised Support:** Manage a caseload of individuals, delivering person-centred support that reflects their individual strengths, needs, aspirations, and preferences. Work proactively with individuals and their families to identify practical solutions, promote positive outcomes, and help prevent unnecessary escalation of needs, including avoiding hospital admissions wherever possible.
- **Family-Centred Planning:** Work collaboratively with individuals and their families if appropriate to develop personalised, person-owned support plans that reflect their lived experiences, strengths, goals, and priorities. Ensure plans are flexible, responsive, outcome-focused, and regularly reviewed to meet changing needs.
- **Collaborative Communication:** Build and maintain positive working relationships with families, professionals, and partner agencies to facilitate open, transparent, and coordinated support. Support individuals, ensuring their views, wishes, and experiences are central to all discussions and decision-making processes.
- **Adapted and Creative Communication:** Use autism-informed, creative, and flexible communication approaches to effectively engage individuals. Adapt communication methods to individual needs, ensuring their voice is heard, understood, and meaningfully reflected in planning and support arrangements.
- **Empowerment and Independence:** Promote a strengths-based and solution-focused approach that empowers individuals to identify successful strategies, build on existing capabilities, and develop increased confidence, resilience, self-advocacy, and independence.
- **Participation in Multi-Agency Meetings:** Attend and actively contribute to relevant meetings, including Safeguarding and Multi-Disciplinary Team (MDT) meetings. Provide an autism-informed perspective to support shared understanding, strengths-based planning, and positive outcomes.

- **Supporting System Navigation and Change:** Identify and address barriers that may prevent individuals from accessing the support they need. Work constructively with services and professionals to challenge obstacles, influence positive change, and improve access to appropriate support and resources.
- **Prevention, Community Inclusion and System Integration:**
Work proactively to promote prevention and early intervention approaches that support autistic adults to remain well, connected, and independent within their communities. Identify and address barriers that contribute to inequalities in access and outcomes, ensuring support is equitable and inclusive. Use co-production principles to ensure individuals, families, and carers are actively involved in decision-making and service development. Maximise the use of community assets, local resources, and social prescribing opportunities to strengthen natural support networks and improve wellbeing. Develop and maintain effective partnerships across health, social care, housing, employment, education, and voluntary sector organisations to promote integrated working and coordinated pathways of support.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations, values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
• Inspire • Understand • Communicate	• Challenge • Improve • Learn	• Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken

by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

Job Description

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- **Personalised Support:** Manage a caseload of adults delivering person-centred support that reflects their individual strengths, needs, aspirations, and preferences. Work proactively with individuals and their families to identify practical solutions, promote positive outcomes, and help prevent unnecessary escalation of needs, including avoiding hospital admissions wherever possible.
- **Education and Knowledge:** Relevant undergraduate degree or equivalent professional qualification, or demonstrable experience of working at degree level within a related health, social care, education, or community setting.
- **Experience:** Experience of working with autistic individuals, and their families, with an understanding of the opportunities and challenges they may experience in daily life.
- **Experience** of providing supervision, line management and caseload supervision support to colleagues.
- **Experience** of contributing to service development, quality improvement, or performance monitoring activities.
- **Communication Skills:** Excellent verbal and written communication skills, with the ability to build positive relationships and engage effectively with individuals, families, and professionals from a range of backgrounds.
- **Relationship Building:** Ability to establish trusting, respectful, and collaborative relationships that enable individuals, and families to feel heard, valued, and empowered.
- **Strengths-Based Practice:** Commitment to working in a strengths-based and solution-focused way, supporting individuals, and families to identify goals, recognise their capabilities, and achieve positive outcomes.
- **Creativity and Adaptability:** Ability to use creative, flexible, and autism-informed approaches to communication, engagement, and problem-solving, adapting practice to meet individual needs.
- **Multi-Agency Working:** Experience of working collaboratively within multidisciplinary and multi-agency environments, developing effective partnerships to improve outcomes for individuals.
- **Case Management and Organisation:** Ability to manage a caseload effectively, demonstrating strong organisational, prioritisation, and time-management skills while maintaining accurate and timely records.
- **Outcome-Focused Practice:** Understanding of goal-based and outcome-focused approaches, with the ability to support individuals and families to identify, monitor, and achieve meaningful outcomes.
- **Safeguarding:** Knowledge of safeguarding legislation, policies, and procedures, with the ability to recognise risks, respond appropriately to concerns, and follow safeguarding processes effectively.
- **Understanding of Prevention and Community-Based Support:** Demonstrable understanding of prevention, early intervention, reducing inequalities, co-production, community asset-based approaches, social prescribing, and whole-system working, with the ability to apply these principles in practice to improve outcomes for autistic adults and their families.

Additional Information

- This is a full-time position based in Southend, Essex and Thurrock with flexibility to meet the needs of individuals
- The successful candidate will undergo relevant training and induction processes upon appointment. Travel within the region may be required to fulfill the responsibilities of the role.

Other requirements:

- Driving licence and access to vehicle for work purposes

Employee signature

Manager signature
