

## 1. JOB DETAILS

**Job Title:** Expert with Lived Experience – Oliver McGowan Training

**Band:** 5 (Subject to Banding)

**Directorate:** People and Organisational Development

**Location:** Royal Cornwall Hospital but may be required to travel to other sites

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## 2. JOB PURPOSE

Experts with lived experience who are either autistic or who have a learning disability co-deliver Oliver McGowan mandatory training to health and social care staff across Cornwall. Training is delivered both virtually and face to face classroom sessions.

By helping the NHS workforce gain greater skills and knowledge, Experts with lived experience help influence how care is delivered in practice settings.

Experts with lived Experience work as part of an Oliver McGowan Mandatory Training Team, alongside other Experts with lived experience, other trainers and facilitators and the learning and development team.

As an expert with lived experience your role will be to co-deliver sessions with the support of a co-facilitator to colleagues by talking about your personal experiences of being autistic or having a learning disability and using health and social care services. By talking about what is difficult for you, you will help people to understand their role in supporting you and others and the difference they can make to improve care.

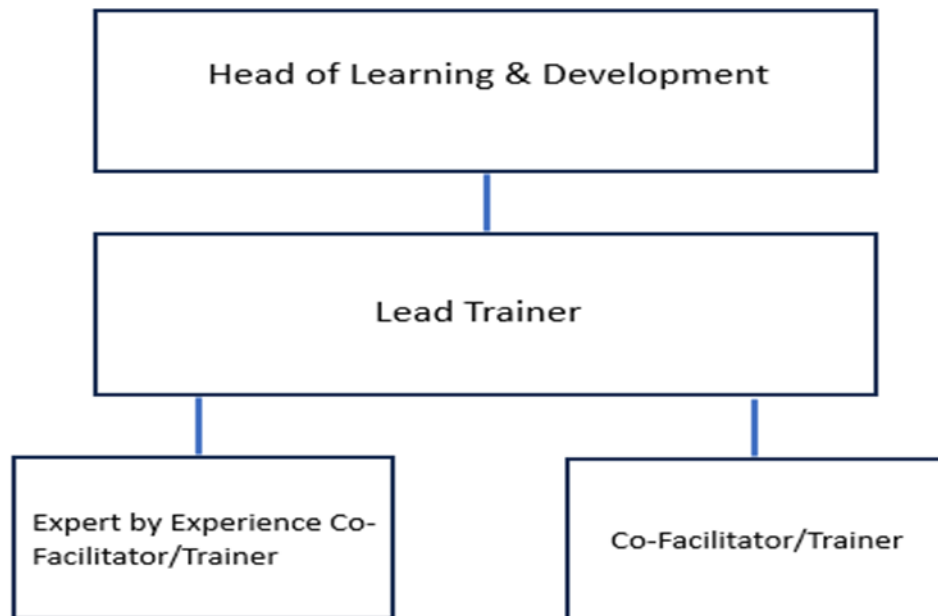
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## 3. DIMENSIONS

This position has no budgetary responsibility and is not included in the scheme of delegation.

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## 4. ORGANISATION CHART



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## 5. KNOWLEDGE, SKILLS & EXPERIENCE REQUIRED

*Experts with lived experience will:*

- Have a lived experience of a learning disability or be an autistic person.
- Be able to talk about their lived experience in a group of learners and, with support of a facilitator, apply their experience to health and social care settings.
- Be able to answer questions about their lived experience
- Be able to participate in the leadership of a training session.
- Have an understanding of confidentiality.
- Be able to follow a schedule of training and make judgements regarding the use of a script within a session.
- Be able to participate in face to face and /or virtual group training sessions.
- Participate in the training of other experts with lived experience to become co-facilitators.
- Have good listening skills.
- Possess a good level of education within personal lived experience. This may include possession of GCSEs in English and maths or an alternative means of personal achievement in these areas.

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## 6. KEY RESULT AREAS

Experts with lived experience will be supported to:

- Co-facilitate the Oliver McGowan training in face to face and /or virtual teaching sessions.
- Attend meetings, training and rehearsals to develop skills, knowledge, and confidence.
- Be in the right place at the right time to deliver training.
- Respond to unexpected issues with support from your facilitator.

- Work flexibly to deliver training at different venues and at different times in the week. This may include evenings and weekends.
- Manage your daily tasks linked to the training and be able to confirm training dates up to 3 months in advance.
- Reflect on your work and share your thoughts with the team.
- Communicate to others in a professional and kind manner.
- Maintain confidentiality at all times.

#### Accountability

- Follow the Oliver McGowan training processes using own initiative for addition of lived experience into the programme.
- With support of the facilitator, be able to adjust conversation to meet the needs of the learners whilst still following the Oliver McGowan national programme.

#### Service development

- Give feedback on what is working well with the training and where it could be improved.
- Be a role model to new starters.
- Help new trainers by giving feedback and answering questions. Train new co- facilitators where appropriate

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## 7. COMMUNICATIONS & WORKING RELATIONSHIPS

Experts with lived Experience will form part of the Oliver McGowan training team. They will deliver training face to face and /or virtually, will be able to communicate with their co facilitators both in preparation and debriefing after each training session.

Experts will communicate with

- All members of the clinical healthcare team e.g. doctors, nurse's therapists
- All members of the non-clinical healthcare team, e.g. accountants, cleaners, managers
- Education and training teams
- Administrators

## 8. MOST CHALLENGING PART OF THE JOB

Experts with lived experience need to be able to share their lived experience of having a learning disability and /or being an autistic person with a group of healthcare professionals. With the support of a facilitator, they need to apply their lived experience to the conversation and be able to manage different points of view.

At times some group members may not be ready to learn, and the experts may experience some disengaged behaviour.

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## 9. OTHER

### GENERAL COMPLIANCE

- The post holder must at all times carry out his/her duties with due regard to the Trust's Equal Opportunities Policy
- It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff.
- It is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- All staff who have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies.
- The post holder is responsible for data quality and complying with the policies, procedures, and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- Staff are required to comply with the requirements of the Freedom of Information of Act 2000 in line with Trust Policy
- The Post holder must comply with all RCHT Policies and Procedures.
- The Post holder must comply with the current regulatory framework that applies to NHS provider trusts.
- The Post holder must comply with the RCHT Mandatory Training policy.
- The Post holder must comply with all RCHT Risk Management & Health & Safety policies & procedures, including undertaking associated training as per the RCHT Mandatory Training policy. ***NB: A post-holder who has managerial accountability will have the added responsibility for the management and maintenance of the department/division/directorate risk register[s], ensuring that all appropriate risks are suitably identified, recorded via the appropriate routes, and acted upon. Specific duties are outlined in the Risk Management Policy to which you must comply with.***
- The Post holder must comply with all aspects of confidentiality, professional codes of conduct [where relevant], and the NHS Managers/Code of Conduct.
- Any breaches of a code of professional conduct and/or the Managers Code of Professional Conduct, will be investigated in line with the Trust's disciplinary policy as a matter of personal misconduct. Where there appears to be a case to answer a disciplinary hearing will take place. At any stage of the process the Trust may refer the matter to your professional registering body for their consideration under their own registration review procedures.

- The Post holder must work within infection control guidelines to ensure that work methods do not constitute a risk of infection either to the health care professional, to the client or to any persons working/visiting in RCHT premises.
- This job description will be subject to regular review and amended to meet the changing needs of the Trust.
- This job description is subject to the Terms and Conditions of service of Royal Cornwall Hospitals NHS Trust, and the post holder will undertake any other duties which may be required from time to time.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST HOLDER

## 10. JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Head of Department Signature:

Date:

Title:

\*\*Please only include the following paragraph in job descriptions relating to vacancies that require CRB – please refer to CRB policy if you are unsure:

Please note:

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. A provisional offer of employment will be subject to a criminal record check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

**The Royal Cornwall Hospitals Trust is a non-smoking organisation. Smoking will not be permitted on any of the sites by staff in trust uniform and/or wearing a trust identification badge in any location, in vehicles owned or leased by the Trust or in the homes (including gardens) of any patients visited at home.**

**Person Specification for the post of: Expert with Lived Experience – Oliver McGowan Training**

All requirements listed in this specification must be (a) essential to the post and (b) assessable within the selection process.

ATTRIBUTES	REQUIREMENTS	
	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	Possess a good level of education within personal lived experience. This may include possession of GCSEs in English and maths or an alternative means of personal achievement in these areas.	
<b>EXPERIENCE</b>	Have a lived experience of a learning disability or be an autistic person.	Teaching or experience of sharing their lived experience to help other learn.  Worked in a health or care environment.  Worked within a team
<b>PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)</b>	Be able to talk about their lived experience in a group of learners and, with support of a facilitator, apply their experience to health and social care settings.  Be able to answer questions about their lived experience.  Be able to participate in the leadership of a training session.  Have an understanding of confidentiality.  Be able to follow a schedule of training and make judgements regarding the use of a script within a session  Be able to participate in face to face and /or virtual group training sessions.	

	<p>Participate in the training of other experts with lived experience to become co-facilitators.</p> <p>Have good listening skills.</p> <p>For tier 1, able to use MS Teams</p>	
<b>DISPOSITION/ ADJUSTMENT/ ATTITUDE</b>	Able to manage small amounts of pressure particularly when learners express different views or are not well engaged with the session	
<b>TRAINING</b>	<p>Complete statutory and essential training</p> <p>Able to complete training in delivery of the Oliver McGowan training programme.</p>	
<b>ADDITIONAL CIRCUMSTANCES</b>	<p>Ability to work in a variety of training venues.</p> <p>A DBS record check satisfactory to the organisation.</p> <p>OH clearance.</p>	