

Greater Manchester Changemaker Role Description

ABOUT SPECTRUM GAMING

Spectrum Gaming is run by a group of dedicated staff, volunteers and a strong team of trustees who help to ensure we get things right for our community members. While Spectrum Gaming is managed and facilitated by adults (with the exception of our creative director who has a full time paid role), we believe that young people's voices are the most important in deciding how services should be delivered and how they should be supported. Therefore, what we do, how we run, and our transformation is driven by members of our community. 35 autistic young people are part of our voluntary staff team, and they fulfil a variety of roles including Server Managers, Event Planning Managers, Server Improvement Team Members and Moderators.

Working with young people has led to the creation of the 3 core values of Spectrum Gaming:

- **Child Centred** – The members of our community should be the people who decide what we do and how it develops.
- **Emulous** – We embrace (and encourage) criticism. We will always be open minded and willing to learn and improve.
- **Quality over quantity** – We will prioritise people who are in our community first, and make sure any changes we make do not compromise the experience of current members of our community.

Our community receives overwhelmingly positive feedback, which is why we continue to improve on what we do and develop. Here is some feedback we have had so far:

<https://padlet.com/info13231/SpectrumGaming>

At the moment, there are:

- Over 200 young people in our under 13 community
- Over 250 young people aged 13-17 in our teenager community
- 300 young people on our Minecraft server
- Over 1600 members of our Facebook group for parents and professionals

And these numbers are continuing to increase due to high demand.

In addition to our online community, we run a variety of face to face meetups across Greater Manchester. Meetups so far have included a monthly forest school, trainspotting, gaming clubs, hikes and more! Activities are chosen by our community based on their interests.

We also recently received funding for our own community centre, so we are in the process of having our own space to run activities from. Members of our community are incredibly excited to have a place they can call home.

Thank you for your interest in Spectrum Gaming

ABOUT THE ROLE

Position	Changemaker
Location	Working from home and across Greater Manchester
Salary	£10,000
Hours of work	16 hours per week (negotiable), flexible working pattern
Annual leave	104 hours paid leave (equivalent to 28 days)
Contract length	Minimum of 12 months, with extension if we are successful in obtaining more funding for this post
Responsible to	Creative Director
Employer	Spectrum Gaming

PURPOSE OF THE POST

The Changemaker is a brand-new role within Spectrum Gaming's team. Spectrum Gaming has a strong focus on advocacy for autistic young people. As we have grown it has become clear that we would benefit from a role dedicated to the management of the charity, and for ensuring the sustainability of the work we do.

The Greater Manchester Changemaker will be responsible for supporting advocacy work by autistic young people across Greater Manchester. This will not just include sharing young people's views, but working together with autistic young people, family members and practitioners to action young people's priorities.

KEY RESPONSIBILITIES

Developing and facilitating the Greater Manchester Autistic Young People's Action Group

- The GM Autistic Young People's Action Group aims to be an open invitation group for autistic young people and organisations from across Greater Manchester or wider, **for the benefit of autistic young people in GM.**
 - The group will be focused on action rather than just sharing views: Young people can identify gaps, and use their skills and passion to directly work on projects. They can then invite others to work with them in a coproductive way. The Autism Information Project is an example of this model running successfully:
<https://trello.com/b/wp0UHfan/autism-information-pack-project>
 - We believe the first step is a meeting that is focused on setting priorities for the group. We can then create workstreams where young people and practitioners take the lead on different workstreams, with the support of the changemaker and the wider action group.
 - Organisations will also be able to reach out to the action group to ask for views/ engage in coproduction, but they must first meet the group's minimum coproduction standards, following the **Lundy Model for Participation**: <https://www.youtube.com/watch?v=p83gb08wnQY>

Supporting the implementation of resources and information that is developed by the GM Autistic Young People's Action Group

- The changemaker will be expected to reach out to organisations (Local Authorities, services, youth groups) and work together with them to implement our resources and learning. When young people share priorities and take action based on them, we would like as many organisations as possible to show a commitment to these priorities!
- Whenever we run a project such as the Autism Information Project, the changemaker will be responsible for ensuring there is localised information for each GM area. This may include taking the lead in signposting to organisations and support services for young people across GM.

Supporting Spectrum Gaming's national advocacy projects

- Spectrum Gaming is currently running various advocacy projects alongside autistic young people on a national level. The changemaker will be responsible for the organisation and planning of these groups, and helping to localise this to increase its impact across GM.

- Part of this includes helping to write draft information and resources based on the information that is created/ submitted from young people.

Offering support to the workstream leads for advocacy projects, this includes:

- Speaking to a main contact for each project to ask for project updates and see if additional support is needed.
- Adding progress of projects to, and regularly reviewing feedback submitted to the Greater Manchester Autistic Young Person's Action Group website, which will be developed as part of this project.
- Coordinating the creation of new project groups based on identified priority areas (for example, creating a new project group during the year due to website submissions that demonstrate a big gap)

Developing the autistic young people's advocacy project:

- Spectrum Gaming has shown the impact of autistic young people themselves delivering training and reviewing training. We are developing a model for autistic young people to do this across GM on a wider scale. The Changemaker will be responsible for delivering this model and ensuring young people are supported in this process. This includes Andy converting his 'Autistic Life' Facebook page (33,000 followers) to an autistic young people's advocacy page for the benefit of the group.

Sharing our learning

We believe in Spectrum Gaming's approach to supporting young people. We want to make all of our information accessible for everyone to use and share. Therefore, this role will involve creating and developing other guidance and resources for organisations for the benefit of autistic young people across Greater Manchester. Examples of resources we believe it will be useful to develop are:

- Guidance on setting up an online community for autistic young people
- Guidance on setting up Minecraft servers
- Guidance on meaningfully involving autistic young people in decision making
- How to talk about autism/ ensure autistic young people have a positive attitude towards it

Relationships:

- We believe the key to meaningful involvement is trust and relationships. The Changemaker will be encouraged to attend activities with young people and become an active member of the local community to ensure the trust/relationships are in place for all of the above to be achieved

Sustainability:

- Ensuring that by June 2023, we have the right structures and processes in place for the GM Autistic Young People's Action group to be sustainable in the long term.
- Ensuring we are monitoring the impact of this work to ensure long term sustainability and funding opportunities

As we are a new charity we expect some aspects of the role to change and develop over time.

We expect all staff to ensure that our charitable purposes are followed and that we deliver the charitable benefit set out in our vision.

PERSON SPECIFICATION

First and foremost we are looking for a person who is open to learning and challenging themselves while supporting young people in the Spectrum Gaming way. Our views and approach in supporting autistic young people are different to the norm, where autism is seen through the medical model and as something negative. Therefore, the ideal candidate will be highly motivated, passionate and enthusiastic about supporting SG's activities.

Essential:

- Excellent organisational and administrative skills, with the ability to manage and prioritise different tasks.
- Able to work on own initiative and as part of a team.
- Excellent communication, interpersonal and organisational skills.
- Proactive and independent working attitude.
- Experience in leading groups; planning and managing activities.
- Have good administrative skills.

- Have a proven reliability, excellent time keeping and attendance record.
- Be able to work under pressure.
- A willingness to undertake training where necessary.
- Excellent self-reflection skills.
- Able to develop strong relationships with partners.
- Demonstrates a flexible approach to work.

Desirable

- Experience in supporting autistic young people (personal or professional experience), or lived experience of autism. Full training will be given to the successful candidate.
- Having a strong connection to autism and an understanding of the challenges autistic young people face.
- Ability to identify new opportunities and partnerships.
- Ability to maintain a positive, professional attitude working with a range of people.
- A proactive, problem-solving approach to tasks and issues.
- Awareness and understanding of neurodiversity in particular autism.
- Relevant and up to date knowledge of safeguarding principles.

All Spectrum Gaming staff members are expected to demonstrate:

- Full commitment to empowering and supporting autistic young people and amplifying their voices.
- Ability to work as part of a team.
- Open commitment to the principles of equal opportunities, diversity and respect.
- Ability to plan and prioritise work and fulfil administrative duties.
- Reliability.
- Ability to identify and implement innovative solutions to problems.

If you have any specific questions regarding this role, please contact info@spectrumgaming.net