Job Title: Specialist Teacher- Autism Inclusion

(AIT - Central)
Grade: M/UPS + SEN allowance

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Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make
courageous decisions
* Empowering – We empower and support our people by giving them
the opportunity to do their jobs well.

About the Service

The **Specialist Teaching Support Service** is a centrally based children and young peoples’ service serving Staffordshire.

The Service consists of four teams:

* ASSIST Post 16
* Deaf / Hearing Inclusion Team
* Vision Inclusion Team
* Autism Inclusion Team

The aims of the post are:

To ensure the special educational needs of Autistic Children & Young People are met within an inclusive mainstream environment that promotes curriculum access helping them to become independent learners.

Reporting Relationships

**Responsible to: Team Lead - Autism Inclusion Team**

**Responsible for: Communication Support Workers**

Key Accountabilities:

* To have day to day responsibility for a designated caseload of Autistic children / young people within a variety of settings which may include resourced schools.
* To manage specialist equipment and provision of advice regarding its effective use in school and home settings.
* To teach the relevant skills required (which may include individual teaching, support teaching, advisory, preparation of learning materials) ensuring maximum curricular access.
* To monitor the progress of all Autistic children/young people on caseload to ensure maximum access to the curriculum
* To work closely with agencies / other professionals to plan support, monitor and adapt the curriculum and set targets for individual pupils to promote inclusion.
* To provide assessments of children/young people, including the provision of advice for statutory assessment, annual reviews and monitoring progress through IEP targets.
* To assist in ensuring the social and emotional needs of the Autistic child / young person are appropriately managed by supporting pupils, schools / settings and parents / carers.
* To promote inclusion of Autistic children / young people, by being involved extra-curricular activities (e.g. parents’ groups).
* To direct and supervise the Communication Support Workers (specialist TAs) involved with individual pupils.
* To promote and build capacity by delivering training for schools and other settings and agencies.
* To support the Team Manager in the development and delivery of commissioning and traded aspects of the service delivery.
* To work with other agencies to develop strategies for effective collaborative working across county.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident****Scheme\*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership*** Qualified Teacher Status.
* Advanced Qualifications in SEN / Autism
 | A |
| **employer_small** | **Knowledge and Experience*** Experience of working in mainstream and / or special schools.
* Experience of working with children with SEN.
* Experience of multi-agency working practices.
* Evidence of continuing professional development.
* Experience of managing a team.
* Experienced teacher of pupils with an Autism diagnosis.
* Knowledge of assessment procedures relating to Autism.
* Excellent knowledge of national curriculum.
* Experience of delivering INSET.
* Understanding of the diagnostic three key areas of difference and how they might affect an Autistic pupil at a variety of ages
* Knowledge and experience of implementing a range of practical approaches for an Autistic child/young person
 | A/I |
| **employer_small** | **Skills*** Good communication and listening skills.
* Ability to positively influence the teaching practice of others.
* Good organisational skills.
* Flexibility to work in a variety of locations across Staffordshire.
* Ability to establish rapport with a wide variety of people.
* Competent and confident in utilising ICT programmes.
* Self-motivated and able to work independently.
* Ability to work as part of a team.
* Good interpersonal skills.
* Ability to work under pressure.
* Current driving licence (special arrangements can apply for people with disabilities).

This post is designated as an essential car user. | A/I |

**** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Liberata Employee Services Team on 01905 947446**

**Shared Services on 01905 947446**