JOB DESCRIPTION
Specialist Teacher (Autism Resource Base Primary Age Range)

Job Title:	**Specialist Teacher**
Grade:	**MPR 1 to MPR 6 plus SEN 1 allowance** **SECAT Teachers Pay Scale 1% above STPCD**
Hours:	**Full time**
Responsible to:	**Provision Manager**
Liaison With:	**SENCo**

KEY ROLE:

This is an exciting and varied role; it is key to providing high-quality teaching and support for pupils within the Autism Resource Base (ARB) at Thorpedene Primary School.

We are looking for a skilled and dedicated teacher who can deliver a personalised curriculum that meets the individual needs of each child. A core part of the role will be to help pupils access learning both within the ARB and where appropriate in mainstream classes, while also supporting their social and emotional development. You will play an important part in creating a positive, inclusive environment where each child feels valued, can thrive and is supported to be successful.

MAIN DUTIES AND RESPONSIBILITIES

- To be responsible for the day-to-day organisation and management of the classroom (which includes the students, the staff and the physical environment). This will include working with students at lunch time and supervising break times.
- To uphold the school's aims, objectives, and schemes of work, ensuring inclusive practice and adherence to agreed school policies.
- To support and enhance the teaching and support practice of others in the main school.
- To promote inclusion to ensure the provision provides for all students and share this across the school.
- To work with parents and families to share the aims of the ARB.
- To complete Individual Support Plans linked to Education Health Care Plans for the students and regularly measure progress towards these targets.
- To promote and develop a creative, innovative and team working approach to learning.
- To share in the collective responsibility for the well-being, development, and positive behaviour of all children, promoting an environment where every child feels valued and supported.

Teacher's Duties

- To ensure the maintenance of good order and discipline among pupils within the Autism Resource Base (ARB), safeguarding their health, safety, and well-being both on school premises and during authorised activities elsewhere.
- To support inclusive practice, ensuring all pupils with SEND have access to a tailored curriculum that maximises achievement and minimises inequality.
- To act as a role model by demonstrating and promoting high standards of professional practice and inclusive teaching strategies tailored to the needs of pupils with autism and SEND.
- To ensure that assessment and record-keeping procedures in the ARB are robust and effectively monitor and report on pupils' attainment, progress, and development.
- To collaborate with the SENDCo and Senior Leadership Team to ensure the specific needs of all pupils within the ARB are met through appropriate interventions, strategies, and support.
- To prepare and maintain engaging classroom environments, including displays that reflect and support the learning and development of ARB pupils.
- To build and sustain positive relationships with parents and carers, organising and leading meetings as appropriate to promote understanding, progress, and development.
- To participate in professional development activities, staying informed of current good practice in SEND and autism education through reading, attending courses, evaluating resources, and sharing knowledge with colleagues.
- To manage and support the ARB's non-teaching staff, ensuring effective collaboration and the consistent implementation of best practices in supporting pupils with SEND.

General

- To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager.
- To ensure that all administrative duties, checks, documentation, reports and return are completed accurately and submitted within required deadlines.
- To deal with correspondence promptly and as required.
- To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace.
- To ensure that all Trust policies and procedures are followed.
- To ensure that all duties and services provided are in accordance with the Trust's Equality, Diversity and Inclusion Policy and practices in respect of both employment issues and the delivery of services to the community.
- To ensure that all duties and services provided are in accordance with the Trust's Data Protection Policy and practices and reporting to the DPO any concerns or requests.

- To undertake any training commensurate to the post and attend relevant meetings as required by the Trust.

We can offer you:

- A supportive and dedicated team
- Opportunities for professional development
- A well- resourced learning environment
- A chance to make a difference to the lives of young people and their families
- The opportunity to be involved at the early stages of an excellent educational offer for children with Special Educational Needs.

The Trust Board is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher/Chief Executive Officer to carry out appropriate duties within the context of the job, skills and grade at any site within the Trust.

Person Specification

	Essential	Desirable
Qualifications and experience		
Qualified Teacher Status		✓
Degree Level Qualification + PGCE or QTS Qualification		✓
A professional certificate in Autism or be willing to gain the professional qualification		✓
Evidence of ongoing professional development		✓
Willingness and desire to undertake further professional development and training	✓	
Knowledge and skills		
Experience of planning and teaching	✓	
Knowledge of recent initiatives and issues in education		✓
Using ICT as a curriculum tool to improve standards		✓
Experience of teaching to a high standard	✓	
Relevant experience working with students with autism or learning disabilities	✓	
The ability to promote good progress and outcomes by pupils	✓	
The ability to manage behaviour effectively to ensure a good and safe learning environment	✓	
The ability to demonstrate good subject and curriculum knowledge	✓	
An ability to make accurate and productive use of assessment	✓	
Having an extensive knowledge and well-informed understanding of a range of learning, teaching, and behaviour management strategies	✓	
A creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified	✓	
Positive values and attitudes and adopt high standards of behaviour in a professional role	✓	
A commitment to equal opportunities and inclusion	✓	
Personal qualities		
Excellent interpersonal skills with the ability to maintain strict confidentiality	✓	
Initiative and ability to prioritise own work and that of others to meet deadlines	✓	
Efficient and meticulous in organisation	✓	
Able to follow direction and work in collaboration with the leadership and Inclusion team	✓	
Able to work flexibly, adopt a hands-on approach and respond to unplanned situations	✓	
Ability to evaluate own development needs and those of others and to address them	✓	
Commitment to the highest standards of child protection and safeguarding	✓	
Recognition of the importance of personal responsibility for health and safety	✓	
Commitment to the Trust's ethos, aims and whole community.	✓	