

## Job Description and Person Specification

<b>Teacher</b>	
<b>Division / Function : Liberty Academy Trust (LAT) Church Lawton School</b>	
<b>Reports To : Deputy Principal</b>	
<b>Why</b>	<b>Job Summary:</b> <ul style="list-style-type: none"> <li>To be responsible for high quality, autism specific education and development of a class / group of pupils with ASD.</li> <li>To ensure the quality of teaching and learning is at least good, meeting all statutory requirements.</li> </ul>
<b>What</b>	<b>Principle Accountabilities</b> <ul style="list-style-type: none"> <li>Provide the highest standard of support, assisting pupils in achieving their maximum potential.</li> <li>Plan, develop and deliver a broad, balanced and varied curriculum.</li> <li>Devise and implement an individualized educational programme / Individual Education Plan (IEP) in liaison with a multidisciplinary team.</li> <li>To assume responsibility for classroom management including the environment, staff and pupils.</li> <li>Develop a provision of the highest possible quality of education and maintain a supportive atmosphere, ensuring the safety, protection and wellbeing of each pupil.</li> <li>Lead, manage and develop a curricular area and to monitor teaching standards for these areas (England and Wales only).</li> <li>Assist in the development of the wider Curriculum.</li> <li>Report on and discuss pupil's attainment, achievement and progress with parents and any other bodies that have statutory functions.</li> <li>Be responsible for monitoring, assessing, reporting, recording and evaluation of learning experiences.</li> <li>Manage a designated budget as required.</li> <li>Job Descriptions only reflect 80% of a role, and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role.</li> </ul>
<b>Competencies</b>	<p><b><u>I am committed to making a difference</u></b> I commit to LAT aims, objectives and values. I display a positive approach in the way I work and contribute to the wider needs of the organisation and its stakeholders either directly or indirectly. At work I overcome difficulties, setbacks and pressure, to get things done because I understand the impact of autism. I recognise and encourage commitment in others.</p> <p><b><u>I maximise young people's quality of life</u></b> I work with key people to protect and further the interests of young people. I engage and facilitate people with autism to enhance and promote their independence and quality of life. I use a range of developed techniques consistently to create structure, predictability</p>

	and bring about positive engagement. Using a person centred approach and appropriate communication: I create positive experiences, opportunities and develop the skills of young people.
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	<p><b><u>I communicate effectively in writing</u></b> I use clear and succinct language with a high standard of grammar and spelling. I put my case positively, indicate clearly the purpose of the communication and what is required from the reader. I tailor my communication to my audience to get my message across in the most effective way. I am aware of, and use LAT brand guidelines.</p>
	<p><b><u>I achieve professional standards</u></b> I comply with legislation, regulatory standards, LAT policies and procedures and quality standards. I know where to find copies and where to get advice on them. I work in a systematic, organised and methodical way. I accurately record, monitor and use data in accordance with laid down policies and procedures. I use my time and resources safely and efficiently.</p>
	<p><b><u>I cooperate with others to work safely</u></b> I understand the health and safety risks associated with my job and work responsibly with others to reduce them. I have a positive attitude to safety that causes me to care about the wellbeing of others as well as myself.</p>
	<p><b>Criteria which will be used in short listing and selecting candidates.</b></p> <p><u>Skills/Abilities</u></p> <ul style="list-style-type: none"> <li>• Driving License (desirable)</li> <li>• To deliver effective teaching across key stages</li> </ul> <p><u>Knowledge</u></p> <ul style="list-style-type: none"> <li>• Autism/SEN/language difficulties desirable</li> <li>• National Curriculum Framework</li> <li>• Programmes of Study in Functional Skills, BTEC &amp; GCSE and Post 16 courses</li> </ul> <p><u>Experience</u></p> <ul style="list-style-type: none"> <li>• Worked with young people with autism /SEN (desirable)</li> <li>• Previous teaching experience</li> </ul> <p><u>Education &amp; Certification</u></p> <ul style="list-style-type: none"> <li>• QTS or QTLS status as appropriate</li> <li>• Post graduate qualification in SEN/Autism (desirable)</li> </ul>
	<p><b>Interfaces</b></p> <p>Internal</p> <ul style="list-style-type: none"> <li>• Pupils/Students</li> <li>• Support Teams</li> </ul>

	<ul style="list-style-type: none"> <li>• SaLT, EP &amp; OT</li> </ul>
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<b>Person Specification</b>		
<b>Context</b>	<p><b>Scope</b></p> <p>External</p> <ul style="list-style-type: none"> <li>• Parents/Carers</li> <li>• Professionals</li> <li>• Community (local and wider)</li> <li>• Ofsted</li> <li>• Accreditation bodies</li> <li>• Other Health Care Professionals</li> </ul>	<p>Internal</p> <ul style="list-style-type: none"> <li>• Young people/students</li> <li>• SaLT, OT, Ed Psych</li> <li>• School support team</li> </ul>
	<p><b>Environment</b></p>	<p>Work: Church Lawton School and partnership sites</p> <p>Travel: Occasional</p>
		<p>Financial: Some responsibility for pupils/students money.</p> <p>People: Support Staff</p> <p>Resources: IT and school equipment.</p>
	<p><b>Safeguarding</b></p>	<p>The LAT is committed to safeguarding and promoting the welfare of all children and adults who use our services and as such expects all staff and volunteers to share this commitment.</p>

**Job descriptions can never be an exhaustive list of duties and only represent about 80% of a role. You may be expected to carry out other activities within the scope of the role.**

**This post is subject to an enhanced DBS disclosure.**



**In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated. These will include:**

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours;**
- **Attitudes to use of authority and maintaining discipline.**