



JOB DESCRIPTION

Post Title:	Teacher of Special Needs for The Grove - Secondary Complex Autism
Post Grade/Salary:	Main Pay Scale + SEN 1
Responsible to:	Head of Department
Post Tenable:	As soon as possible

The Role: To work as a teacher at The Grove for students with moderate to severe autism with related learning difficulties, supporting students to develop effective communication skills, independence and functional academic skills.

Key Responsibilities

- To carry out duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document
- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment across the provision in all areas of learning
- To support inclusion opportunities throughout the school
- To effectively line manage a class team ensuring a nurturing, calm and purposeful classroom environment
- To effectively assess individual needs, develop and maintain educational and pastoral support plans for students with complex needs
- To build strong links with students and their families
- To contribute to the effective working of the provision
- To effectively support students in developing independence in all areas of their learning and development, including off site activities.
- To undertake other tasks or responsibilities as directed by the head teacher.

Main Responsibilities

- The specific nature and balance of these responsibilities will vary according to the needs of the school and may be shared.
- You may be required to teach a range of subjects, based on experience up to KS4

Class Teacher Responsibilities

- To carry out duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document
- To be an excellent teacher who is able to motivate students and ensure that they progress
- To be responsible for teaching across key stages

The internal organisation, management and control of the school

To contribute to:

- maintaining and developing the ethos, values and overall purposes of the school
- implementing the Governing Body's policies on equal opportunity issues for all staff and pupils, safeguarding and Health and Safety
- the carrying out of routines and duties within the school
- the school's Performance Management policy, participating in continuing professional development as required.

Subject Development

To contribute to:

- Developing creative and inclusive schemes of work
- Developing and maintaining appropriate interventions which ensure that all students reach their potential
- Promoting whole school literacy and numeracy
- The displays and presentation within the provision
- The use of information on pupil progress to improve teaching and learning, to inform and motivate pupils and to inform parents
- The effective deployment of resources to ensure that the school provides excellent value for money
- The planning and delivery of SEARCH days within the provision
- Establishing common standards of practice and to develop the effectiveness of teaching and learning styles
- The development of extra-curricular and leisure activities.
- The responsibility for an area of learning across the school

Relationships

- To contribute to positive relationships across the school community
- To build positive links with the Governing Body as required
- To help in maintaining and developing effective communications and links with parents and to provide positive responses to concerns and problems regarding their children's education and wellbeing
- To assist liaison with other educational establishments in order to promote the continuity of learning and progression
- To develop and maintain positive links and relationships with the community, local organisations and employers.

Please note that there is flexibility in the approach to achieving our shared vision for this school and that the above specification is not definitive or exhaustive.

All staff may be expected to carry out other duties at the request of the Head Teacher.

Candidates should have a proven record of:

- Previous experience of working within an Inclusive team and be committed to promoting inclusive education;
- Strong subject knowledge of the national curriculum at KS3 and KS4;
- Previous experience of teaching young people with autism;
- Working closely within the school team;
- Passion for Autism Education and the Inclusion Agenda;

- Experience of completing SEN assessments and differentiated plans;
- Undertaking specialist teaching on a 1:1, small group and whole-class basis;
- Being a motivational teacher for all abilities ensuring learning is engaging and inclusive;
- Working within and contribute to the school community;
- Having a commitment to an integrated, therapeutic approach and ethos;
- Being very flexible, resilient and adapt quickly to change

The successful candidate should have:

- A passion for providing opportunities for all students to reach their potential within a genuine community environment
- An inclusive approach to education

Applicable Contract Terms and Duties

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document relevant to a Class Teacher. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book') and to locally agreed conditions of employment to the extent that they are incorporated in the post holder's individual contract of employment. Copies of the relevant documents are available for inspection at the school.

The Governors seek to appoint strong, dynamic and talented teachers who will work hard to take the school forward in these early stages. As such, a commitment to high standards of achievement and responsible behaviour is paramount.



PERSON SPECIFICATION TEACHER (SEND)

	Essential	Desirable
Training and Qualifications		
Qualified teacher status.	X	
Evidence of further study or training within the field of Autism.		X
Further study or qualifications in SEND		X
Experience teaching young people with autism	X	
Experience in delivering training to others related to SEND		X
Personal Attributes and Skills		
Ability to work effectively both as a team member and as a class leader, managing class teams.	X	
Motivation to continually improve standards and achieve excellence.	X	
Ability to reflect on your practice and develop as a professional.	X	
Good working knowledge of relevant policies and procedures.	X	
A willingness to share good practice and support the development of staff.	X	
An ability to effectively use ICT to support teaching and learning.	X	
Excellent communication skills (written and verbal).	X	
Excellent organisational skills.	X	
Be flexible, resilient and adapt quickly to change		
Working with Young People and SEND		
Experience of working with a class of students with complex autism.		X
Ability to relate well to, and communicate with, children and adults.	X	
Understanding of the issues around safeguarding vulnerable children.	X	

An empathetic approach to working with students with highly complex needs.	X	
An understanding of how communication affects people with autism.		X
A commitment to an integrated, therapeutic approach and ethos	X	
Provide a motivational learning experience for all abilities ensuring learning is engaging and inclusive	X	
Ability to work within an Inclusive team and be committed to promoting inclusive education;	X	
An understanding of completing SEN assessments and differentiated plans	X	
Professional Knowledge and Understanding		
A good understanding of autism and how it affects individuals.	X	
A good understanding of a range of tools and techniques that can be used in educational and therapeutic settings to support the needs of these students effectively, ensuring their development and ability to manage their autism with dignity and independence.	X	
An good understanding of assessment for learning and methods of formative and summative assessment.	X	
The ability to problem solve and think creatively, especially with regards to complex behaviours.	X	
Strong subject knowledge of the national curriculum at KS3 and KS4	X	
Equal Opportunities		
A determination to ensure that all students are given the chance to succeed.	X	
Commitment to equal opportunities.	X	
Other		
Ability to work autonomously and creatively.	X	
Ability to remain calm, problem-solve and work collaboratively in demanding situations.	X	
Willingness to reflect on your own practice and develop as a professional and pursue professional development	X	
A commitment to upholding the vision and values of the school	X	