

Job Title: Specialist Teacher: Autism**Job Grade:** MPS/UPS + SEN1/2**Directorate:** Schools, Children and Families**Job Reference Number:** P01492**The Role**

Provide specialist educational advice and support to schools principally for children with statements of Special Educational Need.

Job Purpose

To increase the skills, knowledge and understanding of school staff in meeting the needs of children with Autism in the classroom

Key Accountabilities

- Work in partnership with children, parents/carers, schools and other agencies
- Provide specialist assessments, including advice for Statutory Assessment
- Consult and advise schools on planning for children on caseload
- Ensure that planning promotes inclusion and attainment and progress within the National Curriculum
- Model effective teaching strategies/approaches
- Advise on, and lend where appropriate, resources to promote effective teaching, learning and access
- Plan and deliver training to schools of children on caseload
- Track and report on children's progress to inform future planning
- Contribute to Tribunals, as required
- Contribute to the annual specialist development plan
- Contribute to meetings and staff training within the Autism specialism
- Advise on and support the development and maintenance of specialist resources



- Support the delivery of the County INSET programme
- Support the development and maintenance of quality area specialism resources
- Support the efficient day-to-day running of the area base
- Participate in the performance and development review process
- Comply with individual responsibilities in accordance with work role, for health and safety in the workplace
- Ensure that all duties and services provided are in accordance with the County Council Equal Opportunities Policy and Practice

Knowledge, Skills and Experience

- DCSF recognised teaching qualification
- Further post-graduate qualification/professional development in a relevant area of special needs
- Relevant experience in working with children who have Autism

Values and Behaviours

Professional and Technical

- Has a good knowledge and understanding of the factors that lead to improvement in achievement levels for individuals with SEN and of best practice in special educational needs teaching
- Engages in continuous development activities, thus responding to constant changes and developments in special educational needs teaching

Personal Effectiveness and Self Development

- Displays a high level of personal drive and energy, and shares a capacity for sustained effort and performance
- Works creatively coming up with new and imaginative ideas and collaborating with others to identify fresh approaches
- Is adaptable, receptive to new ideas and willing and able to adjust to new demands and circumstances
- Influences the attitudes and opinions of others gaining their agreement through persuasion to idea, proposals and courses of action

- Makes firm and well considered decisions about ideas and courses of action within realistic timescales
- Takes responsibility for own development, actively pursuing learning and development opportunities

Interpersonal Skills

- Shows consideration, concern and respect for other people's feelings and opinion; is a good listener and displays 'empathy'
- Co-operates and works well with others in the pursuit of team goals, sharing information and supporting others
- Establishes and maintains constructive and open relationships with a wide range of people, achieving positive shared outcomes and sharing feedback
- Good communication skills both orally and in writing

Self Awareness and Control

- Has good time management skills including the ability to prioritise and work flexibly
- Demonstrates awareness of own personal strengths and weaknesses, understands the impact of these on others, and takes action to modify own behaviours accordingly
- Ability to remain calm and focused in difficult situations
- Maintains high ethical standards both personally and professionally; show integrity and is reliable and trustworthy
- Displays a sound understanding of equality issues in providing services, both respecting and valuing individual's diversity and contributions and thereby seeks to avoid unwitting discrimination

Safeguarding

Essex County Council is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all employees and volunteers to share this commitment.

Pre-Employment Checks appropriate to this Job Profile

Essex County Council (ECC) is committed to ensuring all recruitment is undertaken fairly, effectively, safely and in accordance with legislation.

The information below provides pre-employment screening guidance for candidates applying to this job at Essex County Council.

Role Requirement:

[Working with children / vulnerable adults in a specified place or post](#)

Pre-Employment Check	Definition
Self Declaration (Spent and unspent convictions)	A declaration of spent and unspent convictions must be completed by employees who work with vulnerable adults or children
CRB Enhanced Level (renewed every three years)	The CRB (Criminal Records Bureau) check will be sought by ECC before a start date is agreed
ISA Registration – Regulated (from July 2010)	ECC will administer the ISA Register check
References	<p>All posts defined as Regulated or Controlled as outlined in the ISA Regulations will require:</p> <ul style="list-style-type: none"> • At least two employer references – one reference is required prior to interview and should ideally be from your current/most recent employer • Reference history covering a minimum of five years employment • A reference from the last employer where the post gave access to children or vulnerable adults <p><i>Any gaps of 4 weeks or more will be explored by the manager at interview stage. Where appropriate additional character references will be taken up</i></p>
Medical	All new recruits and employees whose role changes significantly are required to complete a medical health questionnaire
Eligibility / Right to work in the UK	Proof is required and original documentation will be sought i.e. passport or full birth certificate
Regulatory qualifications and professional registration (subject to role)	Original qualification certificates and proof of registration with a professional body are required (if applicable)
SWIFT/Protocol	A check against the individuals name on the Social Care electronic database will be administered

