

PERSON SPECIFICATION

Job Title: Specialist Teacher for the Autism/CCN Team

Directorate & Section/Unit: All Age Disability, Inclusion Support Services, Autism/CCN team

Reporting to: Autism/CCN Team Lead

Salary Grade: MPS/UPS + SEN1-2

EXPERIENCE:

It is **essential** that the post holder has:

- Significant experience working as a teacher working with children and young people on the autism spectrum and with complex communication needs
- A successful track record demonstrating improved outcomes for autistic children or Complex Communication Needs
- Considerable experience of working with different professionals to bring about positive change for vulnerable learners (this may be within an educational setting or within a local authority)
- Considerable experience of developing and maintaining positive relationships with families of autistic children
- Substantial teaching experience with high quality teaching skills, demonstrated with a range of SEN, in particular, autism/CCN

It is **desirable** that the post holder has:

- Understanding of educational, health and social care provision in relation to statutory requirements
- Experience in a range of mainstream and specialist settings
- Experience teaching across a range of ages and stages
- Recent (in the last year) classroom experience and up-to-date curriculum knowledge

KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- Able to demonstrate a high level of knowledge and understanding in autism/CCN and with additional needs
- Detailed understanding of SEND Code of practice
- Working understanding of legislation relating to vulnerable learners for example exclusions and equalities

- Expert understanding of approaches and interventions which improve outcomes for children and young people with complex communication needs (including autism) within educational settings
- Pro-active, positive outlook in evidence in work within educational settings and during team development work
- Considerable expertise in application of approaches and interventions in groups and one to one situations to promote positive change for children and young people
- Ongoing self-directed study into autism research and strategies
- Detailed IT skills and considerable application to record keeping, communication and problem solving
- Detailed knowledge of the application of frameworks and policy in regard to confidentiality and safeguarding
- Expertise in interpersonal skills in a variety of situations
- Flexible, self-reflective and able to work on their own initiative
- Excellent understanding of emotional health and wellbeing applied to own self and others within the workplace
- A proactive, positive outlook, innovative and creative in problem solving and generating of new ideas
- The ability to inspire confidence in others, including in challenging and complex situations and when dealing with senior management
- Ability to travel around the county and occasionally beyond, sometimes at short notice and to remote locations
- An ability to prioritise conflicting demands on time
- Excellent communication and interpersonal skills

It is **desirable** that the post-holder holds:

- Experience of leading on and managing whole-school change, preferably in relation to autistic young people/CCN

QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post-holder holds:

- a recognised Teaching Qualification: Cert Ed, PGCE, B.Ed or equivalent

It is **desirable** that the post-holder holds:

- A further degree or post graduate qualification/ training in Autism

ADDITIONAL INFORMATION:

It is **essential** that the post holder has:

- Has a commitment to the inclusion of children with additional needs
- Has a commitment to equal opportunities

- Has a commitment to promote independence in learners and to build the capacity of educational settings to meet learners' needs
- Is sensitive to the needs of learners and their families
- Is reliable
- Flexible and able to work on their own initiative
- The post holder will be subject to a DBS check
- An ability to travel throughout the County, and beyond on occasion

Author: Gemma Halstead, Stephen Fessey

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