

JOB DESCRIPTION

Employment Details	
Job Title	Speech, Language & Communication Needs and Autism Advisory Teacher (SLCN & AAT)
Reports to	Trust SEN Lead
Salary Band	MPS-UPS + SEN Allowance

Safeguarding Commitment:

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical clearance, evidence of qualifications and verification of the right to work in the UK.

Purpose of the Role
<ul style="list-style-type: none"> To support schools in meeting the requirements of current legislation and the Children & Families Act with regard to autistic children and young people. To provide advice, support and training to school staff in order that provision is made to meet the needs of individual autistic children and young people. To monitor and support practice within Autism Provisions. To contribute to the development and implementation in relation to the education of pupils with social communication difficulties. To contribute to the development and implementation in relation to the education of pupils with Speech, Language and Communication Needs (SLCN). Leading on projects to support the development of the Trust offer for SLCN, and communication and autism.

Responsibilities
<ul style="list-style-type: none"> To support staff in implementing strategies to improve access to the curriculum for SLCN and autistic children and young people. To advise school staff on effective teaching and learning strategies for SLCN and autistic children and young people. To establish and maintain links with Local Authorities to ensure schools identify the needs of children and young people at an early stage and provide appropriate support at all phases of the SEND Code of Practice. To support schools in assuring that the quality of provision made for children with SLCN and autism and young people is regularly reviewed. To contribute to the development and delivery of courses for staff in schools, parents/carers and other agencies as appropriate. To provide advice, support and training to school staff in order that provision is made to meet the needs of individual autistic children and young people. To support schools in understanding the needs of children with autism and young people and planning suitable programmes for those individuals. To support transition of children and young people with autism to the next phase of their education.

- To provide, through staff development and direct support, for the needs of staff and parents/carers associated with pupils on identified caseload.
- On occasion, to undertake collaborative in-class advisory teaching to model particular classroom management, teaching strategies and curriculum adaptation.
- To work with pupils with SLCN and autism assessing their needs to inform programme planning and lesson delivery.
- To monitor the progress of children and young people by ensuring detailed records are kept of all work undertaken, the advice given, and the educational outcomes.
- To monitor and support practice within existing autism Provisions attached to mainstream schools.
- To work in partnership with SENCOs in the development of SEND provision.
- To undertake any other duties that may be reasonably deemed part of the role.

Additional Duties and Responsibilities

The principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required. The post holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's grade and whenever reasonably instructed.

The post holder will respect the need for confidentiality at all times while performing this role.

The post holder must at all times carry out their responsibilities with due regard to Trust policy and arrangements for Health and Safety at Work.

All staff within The White Horse Federation will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities.

Safe Working Practices with Children

It is the responsibility of each employee to carry out their duties in line with The White Horse Federation's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.

General Data Protection Regulations

The post holder is required to comply with GDPR regulations and to maintain awareness of Trust policies and procedures in this area. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.

Equality and Diversity

There is a requirement for the post holder to promote the equality and diversity agenda within their own role and areas of responsibility and across the department. In fulfilling the requirements set out in this job description, the post holder will apply The White Horse Federation's commitment to equality by treating all employees fairly and without discrimination.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being processed. Any review will be carried out in consultation with the post holder before any changes are implemented.

Developed by:		Issue Date:	
Post Holder signature:		Signature Date:	

PERSON SPECIFICATION - Speech, Language & Communication Needs and Autism Advisory Teacher

Qualifications and Training	
Essential	Desirable
<p>Qualified Teacher Status (QTS)</p> <p>A degree or recognised equivalent</p> <p>Evidence of recent and relevant CPD</p>	
Skills and Experience	
Essential	Desirable
<p>Experience of the assessment and intervention of children and young people's educational needs across the primary and secondary age range including early years</p> <p>Experience of using evidence-based research to achieve beneficial outcomes for a child/young person or family</p> <p>Understanding the importance of the partnership between parents and schools</p> <p>Ability to communicate with all levels of staff and parents/carers in confident, calm and professional manner</p> <p>Ability to promote Trust and its schools in our community</p> <p>Team player, personable and emotionally intelligent</p>	<p>Experience of working in a multi-agency team</p> <p>Knowledge of and experience of working in a solution focussed framework</p> <p>Experience of working in a multi academy trust</p>
Specialist Knowledge	
Essential	Desirable
<p>Broad understanding of the legal framework that underpins equalities and safeguarding</p> <p>An understanding of current legislation and national guidance relating to children and young people with Autism</p> <p>Broad understanding of the legal framework that underpins equalities and safeguarding.</p>	

In-depth knowledge and understanding of best practice in relation to meeting the needs of

Children and young people (0-25) with SEND relating to social communication, autism and SLCN

Experience of providing support in response to a crisis/critical incident

Personal Traits

The successful candidate will have:

Appreciates the differences between people regardless of ability or background and treats peoples' values, beliefs, cultures and lifestyles with respect and dignity at all times.

Understands the boundaries of appropriate behaviour when working with children and young people and always acts in a way that respects these boundaries.

Understands the principles of confidentiality and adheres to them in respect to the information available within the workplace.

Values align with the ethos and culture of The White Horse Federation.