

Job description

Job title	Teacher of ASD unit (SEN Unit)
Responsible to	Headteacher
Hours of work	Full time
Type of Contract	Fixed-term until August 2026 pending a review of funding
Salary	MPS/UPS + SEN allowance
Base	Waterloo Primary School

General

This job description should be read alongside the range of professional duties of teachers as set out in the current School Teachers' Pay and Conditions Document and Teachers Standards:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1040274/Teachers_Standards_Dec_2021.pdf

Specific Duties:

Teachers should make the education of students their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical, forge positive professional relationships and work with parents in the best interests of their students.

Main Purpose of the Role

- Teach and support pupils with Autism Spectrum Disorder (ASD) within our specialist SEN unit
- Provide a nurturing, inclusive learning environment tailored to the needs of children with ASD and additional needs
- Plan, deliver and adapt lessons for pupils of differing ability levels, ensuring all children access the curriculum
- Work closely with SENCO, ASD Unit Manager, support staff, and parents to support pupil progress and well-being

Personal and Professional Conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by:

- treating students with dignity, building relationships rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard students' well-being in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Key Responsibilities

- Deliver high-quality, engaging lessons to pupils with ASD, adapting materials and approaches as required
- Assess, monitor and record pupil progress in line with school and statutory requirements
- Work collaboratively with the ASD Unit Manager, SENCO and wider support team to develop and implement individual support plans and interventions
- Develop positive relationships with pupils, parents/carers, and colleagues, fostering a team approach to pupil development
- Implement strategies to manage behaviour and promote independence, emotional regulation and communication skills
- Maintain a safe, supportive and stimulating classroom environment
- Liaise regularly with families to share progress and strategies, ensuring a consistent approach between home and school
- Participate in relevant training and professional development
- Support the ethos, vision and values of Waterloo Primary School and Mersey View Learning Trust

Safeguarding

To be aware of and work in accordance with the Trust's child protection policies and procedures in order to safeguard and promote the welfare of children and young people and to raise any concerns relating to such procedures which may be noted during the course of duty.

In common with all staff and pupils of the Trust, the post holder should be aware of the Trust's policies and implement them as appropriate.

Mersey View Learning Trust is committed to safeguarding and promoting the welfare of its pupils and expects all those working at our schools to share this commitment.

The Trust is required under law and guidance to check the criminal background of all employees. Decisions to appoint will be subject to consideration of an enhanced disclosure, including a Barred List check from the Disclosure and Barring Service. Because of the nature of the work for which you are applying, this post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed,

employers cannot take them into account. Guidance on whether a conviction or caution should be disclosed can be found on the Ministry of Justice website which can be accessed here:

<https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

Other duties

- To play a full part in the life of the school community, to support its mission and ethos and to encourage staff and students to follow this example
- To actively promote the school and Trust's policies
- To be courteous and provide a welcoming environment.

Person specification

	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) 	<ul style="list-style-type: none"> • Evidence of continuing professional development, particularly in SEN or ASD
Experience	<ul style="list-style-type: none"> • Experience teaching or supporting pupils with ASD and/or additional needs • Experience of planning lessons for pupils of differing ability levels 	<ul style="list-style-type: none"> • Experience of working within a specialist setting or SEN unit
Skills and Knowledge	<ul style="list-style-type: none"> • Good knowledge of current legislation and guidance for SEN and the primary curriculum • Strong understanding of autism and strategies for supporting communication, social, emotional and sensory needs • Effective behaviour support skills • Strong communication and organisational skills • Ability to build effective working relationships with pupils, staff and parents 	<ul style="list-style-type: none"> • Ability to plan and deliver lessons using a semi-formal and formal curriculum

Personal and Professional qualities	<ul style="list-style-type: none"> • High expectations for all pupils and belief in their potential to succeed • Patience, empathy, and a nurturing approach • Commitment to inclusive education and removing barriers to learning • Collaborative and proactive working style • Commitment to upholding the values and ethos of Waterloo Primary School and Mersey View Learning Trust 	
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The above qualities will be assessed through a comprehensive recruitment process, which involves application analysis, scrutiny of reference and interview.

The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent and must be eligible to work in the UK.