

Job Description

For Non-Streamlined Safeguarded Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Specialist Teacher for Complex Needs and Physical Disability Team	JEID	
Salary Grade:	Main Scale or Post Threshold plus SEN allowance according to specialist qualification		
Team:	SEND and Inclusion, Integrated Disability Service, Complex Needs and Physical Disability Team		
Service Area:	Integrated Disability Service		
Primary Location:	Kings House, Bedworth		
Political Restriction	This position is not politically restricted		
Responsible to:	Lead for Complex Needs and Physical Disability		
Responsible for:	Not Applicable		

Role Purpose

To provide specialist support to mainstream schools for children with severe and complex learning needs and/or physical disabilities, working collaboratively to promote high quality inclusive practice.

Role Responsibilities

Principal duties:

Extending schools' capacity to meet the needs of pupils with severe and complex learning difficulties and/or physical disabilities.

Working with families and other professionals to provide collaborative multi-agency working practices.

Ensuring that safe manual handling plans and individual risk assessments (including for educational visits and PEEPs) are in place where required.

Delivering manual handling training. (N.B. If the successful candidate is not already a qualified manual handling trainer, then training will need to be undertaken.)

Liaising with teams within the Disability Access process over necessary adaptations to buildings to enable access to the school environment.

Developing and delivering high quality training to a range of stakeholders, as required.

Supporting class teachers in taking ownership of pupils' learning.

Providing advice to schools on the educational implications of specific learning profiles and adapting planning to meet pupils' needs.

Modelling appropriate strategies and advising on reasonable adjustments and/or system changes which may be required to meet the needs of children with SEND.

Modelling best practice and specific teaching interventions with class teachers, TAs and parents (as appropriate). This can involve 1:1 working, taking groups or taking the whole class.

Supporting schools to baseline all new referrals, using appropriate assessment tools for pupils working at Pre Key-stage standards / the Engagement Model for pupils not engaged in subject specific study.

Preparing written reports and attending planning meetings and Annual Reviews.

Ensuring that working practices reflect the SEND Code of Practice (2015) and Equality Act (2010)

Carrying out the duties of a teacher as set out in the 'School Teachers Pay and Conditions' document.

Undertaking such additional duties as may be necessary to effectively discharge the professional duties of a teacher working for IDS.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

Qualified Teacher with at least 5 years recent teaching experience; to include teaching pupils with complex learning needs and/or physical disabilities	A, D
Knowledge and understanding of evidence-based approaches and what works for pupils with severe and complex learning needs	A, I
Knowledge and understanding of current SEND issues	A, I
Commitment to the values of collaborative working and a person-centred approach, with successful experience of working with families	A, I
Understanding and experience of teaching the EYFS and/or National Curriculum (primary and/or secondary)	A, I
Ability to assess and advise on the learning/communication needs of pupils, including use of alternative communication strategies such as Widgit symbols and/or Makaton	A, I
Proven ability to influence the practice of others, to build capacity of schools and settings and proven successful experience of delivering training	A, I, T
High pupil expectations with the ability to prioritise individual pupils' needs	A, I
The ability to work both within a team and also independently, organising time and meeting deadlines, showing a willingness to be flexible in coping with rapid changes and, at times, unpredictable circumstances	A, I
Commitment to providing a professional service, with high quality verbal, written and interpersonal skills	A, I, T
Know and comply with the current legal requirements, national policies and guidance on the safeguarding of children and young people	A, I
Ability to travel efficiently and effectively around Warwickshire is essential	A, D

Desirable Criteria

Assessed By:

Specialist Qualification in relevant area of SEND (e.g. Post Grad Cert/Dip, MEd, MSc)	A, D
Confidence to work across both primary and secondary phases	A, I
Awareness of risk assessments and care plans	A, I
Evidence of recent training relevant to the post	A, I
Experience of the Engagement Model	A, I

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre- employment checks and on-going checks will be carried out, references will be sought and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input checked="" type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input checked="" type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input checked="" type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input checked="" type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens

<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	