



Job Description & Person Specification

Job Role:	Links Teacher (BASIS)
Job Family:	Teaching and Learning
Job Department:	Teaching and Learning
Responsible to:	BASIS Head of Service
Line Manager:	BASIS Deputy Head of Service
Salary/Grade:	MPS + SEN1
Appointee Name:	
Appointee Signature:	
Date Signed:	

Links is part of the Brunel Academies Trust known as BASIS. It is an Unregistered Alternative Provision and provides a bespoke curriculum to a small group of secondary aged 11-17 years Young People (YP). The group will be based at BASIS Headlands at Headlands Grove, Industrial Estate Unit 16 and 17 Swindon, SN2 7JQ. Links has been designed to support YP who have a SEND profile often including Autism/ social communication and interaction difficulty (SCID).

The Links Teacher at BASIS will be required to work flexibly to support the wider BASIS team to deliver bespoke support programmes for individuals and groups of YP where there are SEND needs often including autism and /or SCID.

Links is a specialist environment with a personalised curriculum but with a further bespoke element. The programme is designed to cater for the different individuals placed with us, taking into consideration their individual profile of need. There will be the opportunity for YP to have access to core curriculum subjects including English, maths, science and PSHCE but at a differentiated level suitable for them. Additionally, the YP will have specific sessions dedicated to a more therapeutic curriculum.

YP will take part in structured activities, supported by staff and related to their personal targets. The targets will link to their EHCP outcomes and the personalised curriculum. They will be given the opportunity to develop their independence skills through activities offered on or off site. Individuals will have the opportunity to explore alternative curriculum options, which may include Forest School/Farm, swimming, gardening, music, cooking, equine, animal care, woodwork and other activities they may find of interest. There will be a focus on developing communication and interaction skills so that they are able to work with others and develop the social understanding needed in the modern world and adulthood.

Key accountabilities and duties

- To promote the inclusion of all children with SEND/an autism spectrum condition (ASC) or identified SCID ensuring they have equal opportunities to learn and develop.
- Contribute to the maintenance of accurate records and files of the YP.
- Support the work of the team and where needed and work closely with other professionals, advising on the appropriate use of specialist systems and resources suitable for YP with diagnosed SEND/ASC and other related social communication and interaction difficulty.



Outdoor Learning Experiences

- To be an excellent teacher practitioner and lead by example demonstrating best practice for the support of children with SEND needs often including autism spectrum condition or identified SCID.
- To lead and take an operational teaching responsibility for outdoor learning experiences – including Forest School and our Farm Experiences.
- Implement and deliver an appropriately broad, balanced, relevant and differentiated outdoor focussed curriculum for YP providing learning experiences and support for YP.
- Facilitate and encourage an outdoor learning experience, which provides the YP with the opportunity to achieve their individual potential.
- To assist the Links staff team and other senior workers in the design of appropriate syllabuses, resources, schemes of work and teaching strategies

Bespoke Packages

- Monitor and support the overall progress and development of individual YP on bespoke packages.
- Contribute to raising standards of YP attainment and engagement with learning.

Management

- To line manage members of the Links staff team allocated to the designated cohort ensuring the assessment and identification of YP needs impacts on progress made with any SEND/communication and social skills.
- To be responsible for directing, managing any staff engaged in supporting YP attending a session including allocating and monitoring their work.

Other duties

- Take part in SEND Annual Reviews of statemented YP and other assessment planning or review meetings as required: e.g. EHCP, TAC and CHIN meetings.
- Work collaboratively with the BASIS Leadership Team to develop programmes of support and intervention, contributing professional advice to the setting of targets and performance indicators for the Service.
- To carry out assessments, write reports for the BASIS Leadership as required.
- To attend meetings, training and undertake professional development as required by the demands and expectations of the role.
- To comply and contribute to the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to the named/appropriate person.
- To work collaboratively with the BASIS Leadership team to develop appropriate targets and performance indicators for the Service which can contribute to the BASIS Development plan and overall BASIS strategic plan.
- To engage actively in the Performance Management Review process.
- To be involved in advising and liaising with parents/carers and professionals on SEND/ASC related issues in various settings including the home where appropriate.

Additional Responsibilities

Keep abreast of ASC educational thinking and ASC friendly practice and support colleagues to develop support strategies and curriculum materials appropriate to the needs of CYP accessing ARC Services and within their schools/settings.

To fulfil and further the aims of the wider BASIS Service as part of the Brunel Academies Trust.

Special conditions of employment

Rehabilitation of Offenders Act 1974

This job is exempt under the Exceptions Orders to the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant cautions, convictions, bindover orders and warnings being considered.

If the jobholder is arrested, summonsed for an offence or receives a conviction a bindover order or a warning given by a police force, they are required to inform the Headteacher of this fact immediately. Such information will be treated in confidence, so far as this is consistent with the safety of children, compliance with statutory child protection procedures and the School's relevant policies. Failure to disclose such information may result in disciplinary action which could lead to the termination of the jobholder's employment.

Safeguarding and Promoting the Welfare of Children and Young People

The jobholder is required to follow all of the School's policies and procedures in relation to Safeguarding at all times, and to adhere to the statutory guidance 'Keeping Children Safe in Education'. The jobholder must take appropriate action in the event that they have concerns, or are made aware of the concerns of others, regarding the safety or wellbeing of children or young people.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or failure to act. Full guidance regarding health and safety is set out in the Education Provision's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager, and the jobholder is required to comply with these and to use any protective clothing or equipment as instructed at all times.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of the Data Protection Act 2018. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Education Provision's Data Protection Policy. Nothing shall prevent the jobholder from disclosing information that they are entitled to disclose under the Public Interest disclosure Act 1998 as amended, provided that the disclosure is made in accordance with the provisions of that Act/s.

Equality and Diversity

The Education Provision and the Trust are committed to equality and value diversity. As such the School and the Trust are committed to fulfilling their Equality Duty obligations and expect all employees to share this commitment. The Duty requires the Education Provision and Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. The jobholder is required to treat all people they come into contact with, with dignity and respect, and is entitled to expect this in return.

Training and Development

The Education Provision has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their continuous professional development, and to attend and participate in any training or development activities required to assist them in fulfilling their role and meeting their safeguarding and general obligations.

The Trust Operates a Strictly No Smoking or Vaping Policy

This applies to all Education Provision premises and those where Education Provision services are provided.

This job description is not exhaustive and the post holder may be required to perform duties other than those given in the job description. The job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place. It also serves to detail performance expectations, and will be used in monitoring effective performance.

The duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not themselves justify the re-valuation of a post however, this job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

Brunel Academies Trust CEO retains the right to implement changes to this job description to reflect changes in the demands of the post and this will be done in consultation with the post holder.

Tasks/duties	Essential skills	Desirable skills
Qualifications and Training	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Have a range of SEND/ASC training experience Knowledge about autism and/or evidence of relevant additional autism specific qualifications.
Knowledge & Experience	<ul style="list-style-type: none"> Experience of working with CYP with SEND and/or ASC/SCID. Up to date with ICT and learning options Have knowledge and understanding of the autistic profile of need Experience of leading outdoor education (such as farm experiences or forest school) 	<ul style="list-style-type: none"> Understand key issues as they apply to students with SEND/autism or social communication and interaction difficulties e.g. equal opportunities, disability rights and inclusion
Skills & Abilities	<ul style="list-style-type: none"> Excellent interpersonal relationships and the ability to advise and support colleagues. Ability to write clear, concise reports. Effective oral and written communication skills. Have good organisational and time management skills – flexible Be able to work as part of a team and independently Have the ability to communicate effectively with a range of professional colleagues. Lead by example and be an excellent role model for colleagues. Work as part of a team in order to contribute to service development plans and develop innovative support packages for CYP. Problem solve effectively, advocating for the SEND/ASC/SCID student and recognising that each CYP is unique and will bring their own challenges to the role. Ability to understand the needs of parents and carers of vulnerable children affected by SEND/ASC/SCID and to be able to give effective advice and support where appropriate 	<ul style="list-style-type: none"> Have a clean driving licence and own transport with business cover insurance for working use