



Applicant Information Pack

Specialist Resource Teacher: Autism and Neurodevelopmental Difficulties

Full time

Start date : April 2024 (or sooner if possible)

Salary details : Main Scale + ALN allowance



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Headteacher's Welcome

I would firstly like to thank you for your interest in the post of Specialist resource Teacher at Ysgol Aberconwy. The purpose of this information pack is to help you get to know more about our school and help you to decide if this is the right post for you.

Ysgol Aberconwy is a school that puts learning and individual achievement at the heart of everything it does. We want every pupil to succeed; to achieve their full potential, be prepared for the future and become confident, thoughtful young people so they leave us ready for the challenges of an exciting and increasingly competitive world. This philosophy also extends to the school's staff – we seek to be a learning organisation that focuses on the development of each individual within it through coaching, challenge and support.

Situated in a spectacular location on the Conwy estuary, the school boasts a modern, well maintained and well equipped environment. Whilst the school's ethos is based on traditional values of respect, responsibility and community spirit, students experience the very latest technology and teaching methods in the classroom.

Here at Ysgol Aberconwy we have the highest expectations of all our pupils in all areas of school life. Academic standards are important to us and we expect all pupils to achieve the very best. We also have the highest expectations of our pupils when it comes to behaviour, attendance, punctuality and uniform.

The pastoral system at Ysgol Aberconwy is extensive and innovative. Each year group has a full time non-teaching Guidance Mentor. Working from a key stage base these mentors are available throughout the day to respond to pupils' concerns and to provide a direct contact point for parents.

We have a flourishing extra-curricular programme. This includes a full range of sporting activities in the school's state of the art facilities as well as music concerts and drama productions. The school owns its own field centre in the hills above Abergwynnegrn and has an extensive outdoor activities programme.

We are also proud of our Welsh tradition and heritage. The school encourages the use of the Welsh language in lessons and beyond, and we are developing the provision of some subjects through the medium of Welsh for those who want it.

We are very fortunate to have a dedicated and highly professional team of teachers and support staff who expect the very highest standards from all our staff and pupils, whilst our strong school systems ensure that everyone learn in a safe and friendly environment where teachers teach and learners learn.


Ysgol Aberconwy is a great place to work. It is focused on teaching and learning and dedicated to the well-being of our learners. We have the highest expectations of all who work here and therefore, we are only looking for the finest staff to work with our pupils. We know that our school can only be as good as the staff within it. If you would like to see for yourself why we believe Ysgol Aberconwy is a great school in which to work, then please contact us for a visit.

Ian Gerrard



Additional Information about the school

During their visit to the school in March 2018, ESTYN report that:

- Pupils express their ideas and opinions confidently both inside and out of the classroom with the majority contributing enthusiastically to class or group discussions.
 - Performance of pupils eligible for free school meals over the last three years is generally above that of these pupils in similar schools.
 - Pupils with additional learning needs progress in line with their personal targets.
 - The school's inclusive and supportive ethos based on mutual respect is successful in promoting high levels of pupil wellbeing.
 - Pupils feel safe in school and consider that the school deals well with any instances of bullying.
 - Pupils are courteous and respectful towards their peers, staff and visitors.
 - They behave well in lessons and around the school and have positive attitudes to learning.
 - Many pupils benefit from their participation in the school's valuable programme of cultural and creative activities, including musical and drama productions.
 - Most pupils develop well as ethical and informed citizens. They contribute successfully to raising substantial amounts of money for local and national charities. As a result, these pupils make a valuable contribution to the local wider community.
 - The school provides a broad and balanced curriculum that builds appropriately upon pupils' previous learning and meets the needs of nearly all pupils.
 - There is a broad range of sporting, creative and cultural enrichment activities that support pupils' learning and contribute well to their personal development.
 - There is a well co-ordinated approach to developing pupils' knowledge and understanding of Welsh language and culture. The school provides valuable opportunities for Welsh speaking pupils to maintain and develop their language skills.
 - The school promotes successfully an inclusive, supportive and nurturing community that has a significant beneficial impact on pupils' wellbeing and personal development. Recent changes to the school's pastoral arrangements are contributing effectively to promoting pupils' wellbeing.
 - Providing opportunities for pupils to voice their opinions is a strength of the school. Pupils play a valuable role in the life and work of the school.
 - Leadership and management at all levels have brought about improvements in key areas of the school's work. The Headteacher provides clear, supportive and decisive leadership that is contributing well to improving key aspects of the school's work.
 - The Headteacher and senior leadership team work well together and have promoted successfully a clear vision for the school based around the mission - 'inspire, support and succeed'.
 - Support staff are used effectively in the classroom and in specialist areas.
 - The school provides a pleasant and welcoming environment that is well maintained and supports pupils' wellbeing and learning well. Specialist areas, such as science laboratories and technology workshops, are well resourced.
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Information about the local area

Conwy Town and Area

Conwy is a town rich in history, with much of it still preserved within the walls and traditional structures of its buildings. In the heart of it is the mighty 13th-century castle, whose walls encapsulate this remarkable medieval town.

Surrounded by the beautiful Welsh countryside and watched over by the mighty mountains of Snowdonia, it's a beautiful place to visit or to live. The Quay is host to a number of amenities and is a particularly stunning place to visit during the warm summer months. Whether you'd prefer to enjoy the hospitality of local restaurants, take an exciting boat tour around the coastal area or hike upon the many surrounding mountains – it's all possible in and around the historical town of Conwy.

Conwy offers a whole host of places to eat and drink. Fine dining restaurants, traditional pubs and snug cafes can be found throughout the town. It's also host to a number of hotels and B&Bs – many of which are incredibly close to the castle itself. With its traditional and quaint appearance, you may be fooled into thinking that this town is hard to access. It's just over an hour's drive from two major airports – Liverpool and Manchester – and easily accessible by train. Its also worth exploring further afield in the rest of Conwy County which includes equally impressive coastal towns.

Llandudno has maintained its traditional and authentic charm. This Victorian seaside resort has much to offer its visiting guests. Take a leisurely walk along its promenade, or travel up to summit of the Great Orme where you'll be rewarded with incredible views of its surrounding mountains and coastal towns.

You'll also find that Conwy is very proud of its culture and history, and is often host to a number of cultural events throughout the year. Each year, you'll find an abundance of festivals, art galleries and local markets, which are primarily hosted in the name of supporting and displaying their local talent and produce.

If you're looking for somewhere to explore that is full of adventure and has also managed to maintain the rich history within its walls and buildings, Conwy offers its guests (and residents) all of this and more.

[\(http://www.conwy.com/\)](http://www.conwy.com/)



Job Advert

Specialist Resource Teacher: Autism and Neurodevelopmental Difficulties

Required from April 2025 (or sooner if possible)

This is a full-time permanent position

Salary: Main/Upper Teaching Scale + ALN Allowance

Closing Date: Monday January 6th 2025

At Aberconwy we are developing additional learning provision for secondary age pupils with autism and associated neurodevelopmental difficulties. We opened two resourced classes of 8 pupils in September 2020, and expanded to include two further classes for September 2022. This specialist provision is for learners with autism who do not have a learning disability, but who are experiencing significant difficulty accessing the mainstream curriculum in its entirety. Conwy Local Authority hopes that this will be the first step in developing high quality, specialist provision across all key stages of education, with a clear remit for inclusion into mainstream education wherever possible and enabling pupils to have access to a full and varied curriculum. The provision helps support learners to develop the skills and confidence for transition out of school and on to further education opportunities in line with their aspirations and interests.

We are therefore looking to appoint an experienced, enthusiastic and committed teacher to fill this post. Applicants should have extensive experience and knowledge of working with secondary age pupils with autism and associated neurodevelopmental difficulties, ideally in a mainstream school setting.

In return, we offer you:

- A strong commitment to professional development;
- A school with high aspirations and a genuine opportunity to make a difference;
- An opportunity to help shape teaching and learning and our alternative curriculum;
- A dedicated and supportive team of professional staff and governors;
- Strong links with other local schools for partnership working and support;
- A strong community spirit;
- A vibrant and interesting place to work.

This is an exciting time to join Ysgol Aberconwy, a mixed 11-to-18 comprehensive school of over 900 pupils. Set in its own extensive campus on the banks of the beautiful River Conwy, the school is situated in the medieval town of Conwy on the North Wales coast adjacent to the Snowdonia National Park. As a PFI School, we are exceptionally well resourced and maintained, and we have developed a significant reputation locally for the quality of our pastoral care as well as our academic success. Numbers in the school will have risen by 30% over the last five years in September, and we have developed specialist resource centres to support children with dyslexia, autism and other learning needs.



Job Description

Post Title:	Specialist Resource Teacher: Autism and Neurodevelopmental Difficulties
Purpose:	To lead, coordinate and run a Specialist Resource Class for learners with autism and/or neurodevelopmental difficulties. This will include learners whose successful access to mainstream education has been impaired by presenting behaviours, anxiety and school refusal.
Reporting to:	AHT : Inclusion
Responsible for:	The provision of a full learning experience and support for pupils.
Liaising with:	Head/LT, ALNCo, teaching support staff, LEA representatives, external agencies and parents.
Working time:	Full time
Disclosure level:	Enhanced

MAIN DUTIES & RESPONSIBILITIES

1. To teach and coordinate the support for a designated group of learners identified by Conwy Education Services via a School Action Plus Agreement, Statement of Special Educational Need or Individual Development Plan.
2. Provide daily teaching and learning opportunities for around 8 pupils within a designated resource class.
3. Support the inclusion of pupils wherever possible and appropriate in to mainstream lessons and other whole school activities as agreed.
4. Plan, prepare and coordinate weekly individualised timetables for all of the pupils in the resource class.
5. Prepare meaningful and high-quality individual plans for each learner, ensuring to take a holistic view of each pupil and their individual needs.
6. To work closely and positively with other agencies to ensure a sound shared understanding of learner needs and how their wider support needs can be coordinated within the school context.
7. To take a child centred approach to all planning and objectives setting, ensuring that the involvement of learners in setting their own objectives is integral to the practice of the resource classes.
8. To embed in to the provision empirically sound and evidence-based practices in respect of positive behaviour support.
9. To take a clear and methodical approach to the analysis of behaviours, their function, and the subsequent steps to shape this behaviour positively.
10. To lead and guide the Teaching Assistants working within the resource so that they understand how to consistently and positively support learners both on an individual and group level.
11. Work closely with the wider school community so that there is a shared understanding of and commitment to the pupils' needs.
12. Manage carefully the group dynamic in order to achieve maximum positive engagement.
13. Monitor and review the progress of each learner so as to inform Individual Education/Development Plans and Annual Reviews.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description and in particular any other duty as specified by STPCD not mentioned above.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is not intended to be an exhaustive list of duties and following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.



Person Specific

Factor	Requirements	How Identified	Rank E: Essential D: Desirable
Qualifications	Good Honours Degree & achievement of QTS	AF/V	E
	Evidence of other relevant qualifications for the post	AF/I/V	D
Knowledge of	Autism and neurodevelopmental difficulties	AF/I	E
	Other additional learning difficulties associated with autism and neurodevelopmental disorders	AF/I	E
	The ALN and Education Tribunal Act (Wales) 2018	AF/I	E
	Person Centred Planning and the formulation of appropriate learning plans for pupils with additional learning needs.	AF/I	E
	How to structure effective learning and teaching in which all learners make good or better progress.	AF/I	E
	Differentiation and inclusive practices.	AF/I	E
	Strong knowledge and experience of using positive behaviour support strategies to manage and change challenging behaviour.	AF/I	E
	Knowledge of and commitment to the rights and interests of children and young people.	AF/I	E
Professional behaviours	Able to plan and deliver highly effective learning and teaching which ensures that learners make good or better progress.	I/R	E
	High quality teaching and assessment.	I/R	E
	High quality teaching and assessment of English in particular.	I/R	D
	Calm and consistent in the face of challenging behaviour.	I/R	E
	Highly organised and able to meet deadlines	R	E
Creativity & Innovation	Excellent communication skills in the medium of English – written and verbal	AF/I	E
	Excellent communication skills in the medium of Welsh – written and verbal	AF/I	D
	The ability to demonstrate initiative and creativity when considering options to facilitate curriculum inclusion	AF/R/I	E
	Boundless enthusiasm and a positive outlook	AF/R/I	E
	Ability to enthuse, inspire and develop students and staff	AF/R/I	E
Contacts & Relationships	Genuine enjoyment of working with young people	AF/R/I	E
	Understanding of and commitment to inclusion for all	AF/R/I	E
	Commitment to excellence and the ability to lead by example, in terms of teaching and learning	AF/R/I	E
	Commitment to working as a team player	AF/R/I	E
	Excellent interpersonal skills and an ability to communicate effectively, with staff, students, external organisations and the general public.	R/I	E
Decisions/ Recommendations	Ability to make decisions independently within an agreed objective framework.	R/I	E
	Ability to contribute to leadership discussion and decision making process.	R	D
Resources	Ability to manage resources efficiently	AF/R/I	D

AF: Application Form I: Interview R: Reference V: Verification

Safeguarding Procedures

We are committed to the safeguarding and promotion of the welfare of children and expects all staff and volunteers to share this commitment. We are an Equal Opportunities employer. In this light, we would like to draw the following matters to your attention:

1. All appointments are made subject to:
 - a. An enhanced DBS disclosure;
 - b. Checks of professional status (EWC; QTS etc.)
 - c. Confirmation of professional qualifications;
 - d. Receipt of strong references (if not received by the time of interview); and
 - e. Medical clearance
2. We only accept applications completed on the Conwy application form with a covering letter. Please do not send CVs or open testimonials. More detail about the content of applications is provided in this pack below.
3. Please ensure that the application form is completed in full. In particular, you must ensure that a full work history is provided and that any gaps in your employment are fully explained.
4. The referees cited in your application form must include your employer from the last occasion in which you worked with children. If your last employment was in a school, we would expect a reference from the Headteacher and/or Deputy/Assistant Headteacher.
5. When seeking references, we will request information about your suitability to work with children.
6. If you are shortlisted, any anomalies in your application will be discussed with you at interview.

We encourage you to pay close attention to these matters so that your application is not excluded unnecessarily.



Application Procedures

If you wish to be considered for this vacancy you should complete the application form, giving the names and addresses of two referees.

Please note that section 12 on the form (Additional information to support your application) which can be completed on a separate sheet if you prefer, should include the following information:

- a. A brief outline of what you have achieved in your present post
- b. A statement about why you want this job.
- c. An indication of the strengths and expertise you could offer the school.

All points should address the detail in the person specification and other points made within this information pack.

Candidates are kindly requested not to submit a CV instead of the application form. Additional sheets may be attached to the back of the application form if there is insufficient space.

Completed applications should be returned to Mr Ian Gerrard (Headteacher) c/o Lynn Jones, to arrive **no later than midday on Monday 6th January 2025**.

Please ensure that you put the correct postage on the envelope as this could result in your application not being considered due to late arrival. Please note that we will only consider applications submitted on Conwy's application form.

Interviews will take place during the week commencing **Monday 13th January**. If you have not heard from us within two weeks of this date, regretfully you must assume that your application has been unsuccessful on this occasion, in which case the Governors would like to thank you for your time and your interest in the school.

Please note that we are happy to arrange informal visits for prospective candidates before short-listing has taken place, also if you wish to have an informal discussion about the post in advance of your application, or if you require any further details, please contact Lynn Jones, the Headteacher's PA.

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