

# Scottish autism

WHERE AUTISTIC PEOPLE  
ARE VALUED

HEAD TEACHER  
NEW STRUAN SCHOOL

# WHO WE ARE

## OUR VISION

A world where autistic people are understood and enabled to lead meaningful and fulfilling lives as valued members of the community.

## OUR MISSION

To enable autistic people to lead happy, healthy and fulfilling lives.

## OUR VALUES

### COLLABORATION

We work with others and value their opinions.

### COMPASSION

We work with each other and the people we support with care and kindness.

### CHANGE MAKERS

We never stand still, we move positively forward always focussed on quality and being the best.

### CONTRIBUTION

We love what we do, we never lose sight of our purpose and the difference we make in society.

Scottish Autism is Scotland's national autism charity and a company limited by guarantee. With almost 1,000 staff working across Scotland and a head office in Alloa, we offer a diverse range of direct services for around 450 autistic people including education, day and vocational opportunities, residential, supported living, outreach, respite and specialist transition support. We also provide general and specialist advice to a large number of autistic people, health and social care professionals, carers, employers and others through our advice line and One Stop Shop.

We are dedicated to enriching the lives of autistic people and enabling their voices to be heard. We are constantly learning and pushing the boundaries of quality which takes our partnership working beyond the UK and into Europe in particular.

Scottish Autism has a loyal and dedicated staff team. To date, over 136 members of staff have been with Scottish Autism for between five and nine years and 203 members of staff have been with us for over ten years.

# newstruan school

New Struan School is part of Scottish Autism and has been leading the way in the delivery of specialist education for autistic children and young people for over 35 years.

New Struan School is a vibrant Independent day and residential school for autistic young people between the ages of 5 and 19. Our school vision 'to enable our pupils to become included, confident learners in the community' is at the heart of everything we do. We live out our values of Collaboration, Compassion, Change Maker, and Contribution as a whole school community.

We have a purpose built, spacious and flexible school building in Alloa, Central Scotland. The school currently has a roll of 22 pupils who attend the school from a variety of Local Authorities across Scotland on a day or residential placement basis.

We cater for autistic pupils with different levels of communication, social understanding and sensory needs.

Our vision is to enable our pupils to become included, confident learners in the community. We know that young autistic people can be successful learners and we strive to provide the structured and supportive environment which enables them to reach their full potential.

## OUR VISION

To enable our pupils to become included, confident learners in the community.

## SCHOOL VALUES

PRIDE

HAPPINESS

FLOURISH

TRUST



# ABOUT THE ROLE - HEAD TEACHER

**Location:** Alloa, Central Scotland

**Salary:** SNCT Scales

**Reference No:** SA/933

We are looking to appoint a Head Teacher within New Struan School who can continue to deliver on our ambition to ensure that New Struan is recognised as a centre of excellence and a key contributor in the delivery of the national strategy: *The Right Help at the Right time in the right place*. Through our Values Charter, curriculum approach and positive ethos we strive to provide the structured and supportive environment which enables each and every one of our pupils to reach their full potential.

We have a diverse population at New Struan School and whatever a young person's social or sensory needs, we provide a flexible and highly personalised approach. Young autistic people can be successful learners, at New Struan School we strive to provide the structured and supportive environment to enable our young people to flourish.

If you have leadership experience in the area of complex additional needs and are looking for a fresh challenge we are keen to hear from you. Although it is not mandatory in the independent sector to hold the Into Headship Qualification, it is desirable.



## THE ROLE - HEAD TEACHER

To be responsible for the development and implementation of New Struan's strategy, to drive forward developments in New Struan and to be responsible for effective leadership and management of all services linked to the delivery of education.

The Head Teacher will work collegiately with the Residences Manager and Depute Head teacher to ensure effective collaborative working across the staff teams which underpins the delivery of the 24 hour curriculum. They will also be a key link with local authorities and an ambassador for New Struan and Scottish Autism on a national level.

We have small class sizes and an education team comprised of GTCS registered teachers and classroom assistants who work closely alongside our care staff to provide consistent support for our young people.



# KEY RESPONSIBILITIES

- To actively contribute to the creation and development of New Struan's Strategic Plan, implement Senior Management Team and Trustee decisions consistent with the Strategic Plan and annual Business Plan and to regularly report on the progress of these as appropriate to areas of lead responsibility
- To lead and manage the on-going development of the broad based, twenty-four hour curriculum in collaboration with the Residences Manager
- To ensure a culture of innovation, best practice and high quality in the Education Team and school, undertaking regular environmental scanning to keep up to date with research and new trends to ensure that New Struan is at the forefront of development within the sector
- To actively promote a positive ethos of New Struan's vision, objectives and core values
- To drive forward the developmental elements of the Strategic & Business Plans and to scan the environment to identify appropriate future development opportunities
- To provide clear direction and positive leadership to the Education Team ensuring there is appropriate line management, support and challenge in accordance with New Struan's policies & procedures and national GTCS guidance
- To ensure that all colleagues in the Education Team are supported in accessing and take responsibility for undertaking appropriate professional development and training to enable them to provide high quality education and care to the young people in New Struan
- To support the communication of New Struan's message internally and externally at all levels, both locally and nationally.

## SENIOR MANAGEMENT ACCOUNTABILITY

- Contribute to the stated aims, objectives and policies of New Struan by ensuring they are consistent with Curriculum for Excellence, GIRFEC and all relevant professional standards and legislation
- Implement and ensure appropriate monitoring and evaluation of management and professional practice according to policy, standards and legislation and develop appropriate systems to deliver this
- To advise the Senior Leadership Team on legal requirements and best practice relating to Education Services
- To share responsibility with the Senior Leadership Team and foster a culture of distributed leadership for the day to day operation of New Struan
- Ensure that every effort is made to safeguard the health, safety and wellbeing of children, young people and staff and regularly review the effectiveness of all policies and procedures relating to Health and Safety
- Proactively contribute to the development of the strategic direction of New Struan by fully participating in the decision making required to undertake this.

# KEY RESPONSIBILITIES

## EDUCATION TEAM

- Utilising effective budget management, develop and manage the school, & therapy services to provide the best possible education, learning and support, in compliance with current policy, agreed standards and legislation relating to the provision of such services, to meet the needs of the children and young people
- Ensure that each learner's development needs are supported according to his/her needs with proper attention given to promoting independence, individuality and the provision of opportunities for varied and positive experiences
- Actively monitor, communicate and support referrals and manage the school admission process ensuring that proper arrangements are in place for the introduction and reception of new referrals
- Ensure appropriate attendance by Education Team at various meetings including educational and social work reviews and presentation of reports when required to Social Work, Education and Health Board
- Report to the Senior Leadership Team on matters affecting the education & therapy services and in particular alerting and keeping them informed of problems of a non routine nature.
- Promote a safe, caring and secure environment through high standards of professional practice conducive to the personal, physical, emotional, social, intellectual and spiritual wellbeing of each learner
- Through effective management of the therapy team, develop and implement plans to promote the health and wellbeing of the children and young people in aspects of physical, mental and emotional health and engaging in anticipatory and supportive care
- Establish and maintain positive and effective links with parents, carers, local authorities and other external agencies and actively participate in joint working
- In conjunction with the residences manager and other professionals, oversee the development of individual, integrated plans for all children and young people which are regularly reviewed and updated ensuring all necessary records are kept in a Data Protection compliant manner

## GENERAL RESPONSIBILITIES

To comply with all New Struan's policies and procedures including child protection and PVG, H&S, equality and accessibility, Data Protection, New Struan's code of conduct etc.

Any other duties as reasonably required by the Director of Autism Services

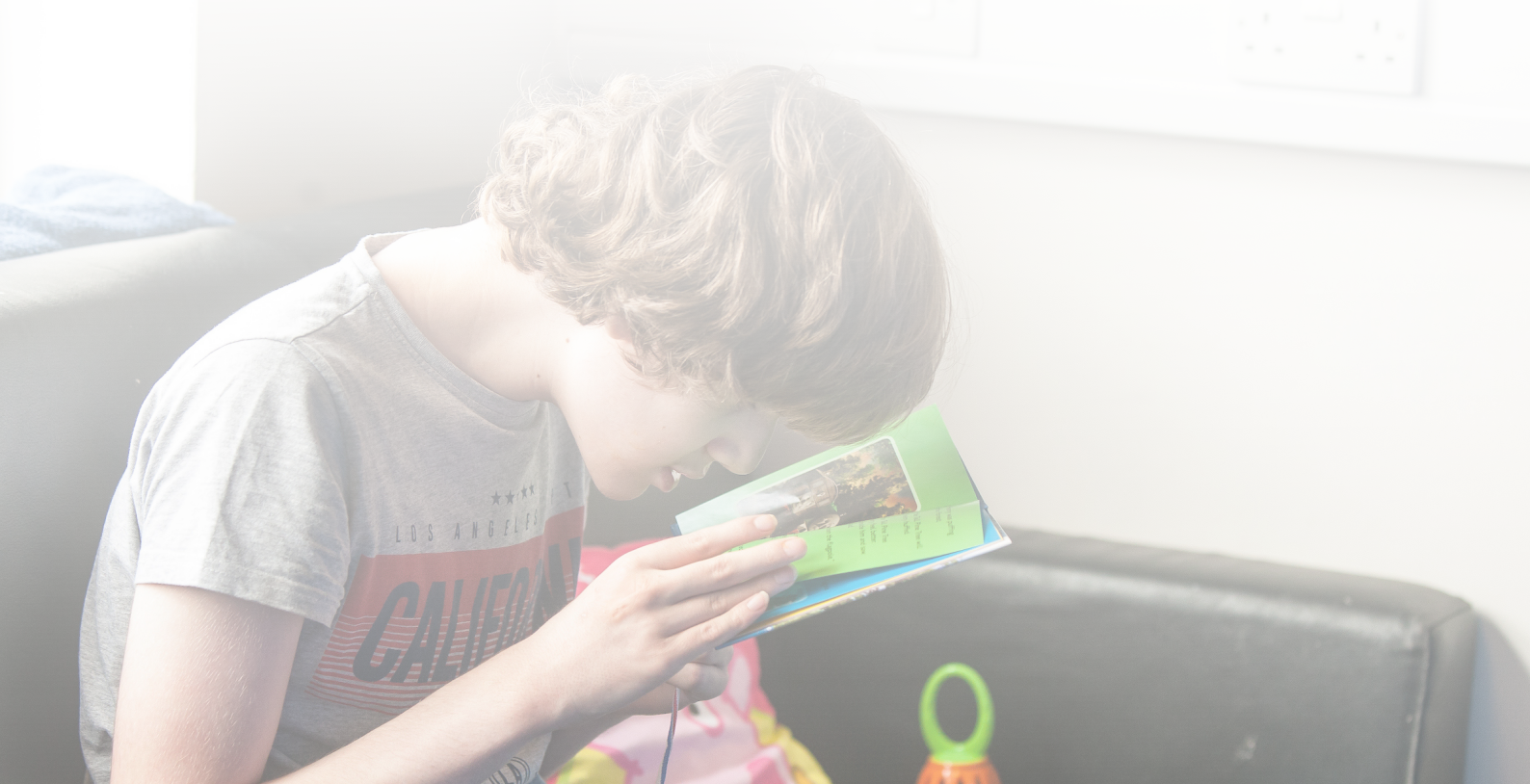
# PERSON SPECIFICATION

## ESSENTIAL

- A professional qualification in education with GTCS membership or eligibility
- Significant experience in devising and delivering education programmes for pupils with Complex Additional Support Needs
- Significant experience in and understanding of strategic development, leadership and management
- Extensive knowledge base covering child development, educational research and current legislation relevant to additional support needs
- Commitment to Children's Rights and their active participation in their learning
- Substantial relevant experience in teaching
- Proven recent experience of the management of change which has achieved improvement in educational service delivery
- Commitment to high standards of education and proven experience in the development and implementation of arrangements for continuous quality improvement within an educational setting
- Knowledge and understanding autistic children and children with complex additional support needs.

## DESIRABLE

- An appropriate Management Award, or able to work towards
- Experience, skill and commitment to working within a multi-disciplinary setting, including knowledge of the contribution of other disciplines (e.g. social work, educational psychology, Allied Health Professionals) to the education and care of children and young people
- Demonstrable success in leading, motivating, developing and managing a multi-disciplinary staff group to achieve and exceed strategic objectives
- Knowledge of current child care practice policies and practice requirements
- A current, clean driver's licence.





# HOW TO APPLY FOR THE ROLE

Interested candidates should provide a tailored CV and covering letter to [jade.love@scottishautism.org](mailto:jade.love@scottishautism.org)

Your covering letter should outline how you meet the Professional Standards.

You can contact Jade Love on 01259 728325 if you would like an informal discussion about the role which can be arranged with the current Head Teacher, Lucy Chetty.

## RECRUITMENT TIMELINE

**Wednesday 30th September:** Closing date

**Tuesday 6th October:** 1st stage competency based interview with Director of Autism Services, Director of People and Culture, Board Member and Education Consultant

**Date to be arranged:** 2nd stage meet and greet with some pupils which will include a group activity.