



Stockport Council Job Description

Post Title: Autism Re-integration Workers (school-aged)
Service Area: Autism Team – Children school refusing
Directorate: Services for People
Team: Stockport Autism Team

Salary Grade: Scale 5

Post Reports to: Autism Intervention Worker

Main Purpose of the Job:

To work with families who have a young person with a diagnosis of Autism and is refusing school to re-integrate them back in to school. The post holder will work with the parents/carers to ensure boundaries and routines are put in to place, delivering evidenced-based practice. The post holder will carry out interventions detailed in a plan written and coordinated by the Autism team including modelling strategies and monitoring progress. The post holder will train parents and school staff in accordance with the plan and create resources required for particular programmes of work. The post holder will carry out school observations and will liaise with school staff on a weekly basis to offer guidance and support. They will also attend multi-agency reviews and contribute with written plans and give regular updates.

The post holder will evaluate the work with the use of pre and post questionnaires to ensure that the intervention is effective.

To hold a caseload and work flexibly as part of a multi-agency team and under professional/clinical supervision and guidance.

Summary of responsibilities and key areas:

1. To hold a caseload and work flexibly as part of a multi-agency team, under professional/clinical supervision and guidance.
2. To deliver time-limited packages of practical and emotional support for up to three months to re-integrate children and young people, with a diagnosis of an ASC, back in to mainstream education. This will include:
 - ❖ Working intensively with one family each morning to build relationships and support the parent/carer in getting the young person back in to school.
 - ❖ Introducing routines and boundaries within the home environment.
 - ❖ Modelling and supporting parent/carers to implement effective strategies to encourage their young person in to school.
 - ❖ Creating a one-page profile to understand the young person's strengths, difficulties, and problem solve any issues that arise.
 - ❖ Work on a 1-1 basis to develop the young person's coping strategies to reduce their anxieties, as advised by the Autism Intervention workers.

3. To ensure young people's wishes and feelings are central to the work and plan and consistently fed back in to reviews and updated.
4. To provide parenting support to parents/carers (including foster carers) to empower them in the parenting of their child/young person, thereby increasing parent/carer responsibility to;
 - ❖ Be more effective enabling the young person to develop skills to cope with complexities within family, peer, school and the community systems;
 - ❖ Understand what is maintaining the problem behaviours within a systemic context present/future focused and goal-oriented, that targets specific problem behaviours.
 - ❖ Building confidence, positive relationships and capacity in parenting.
5. To assist families in accessing and engaging with local services within their area, including information and advice services, local community groups and centres, health services, childcare and education services, adult learning, training and employment services.
6. To attend and contribute to a range of multi-agency meetings including child protection conferences, LAC reviews, TAC meetings, planning and progress meetings, providing updates and reports when required.
7. To liaise with school staff and Autism Intervention workers to review the current plan and to make changes as required.
8. To carry out school observations and to be the main point of contact for school staff to report to.
9. To ensure all school staff understand the young person's needs and model appropriate strategies to teaching staff involved with the young person.
10. To comply with health and safety procedures when delivering support to young people and their families i.e. risk assessment, lone working etc.
11. To fully participate in regular supervision and case management with designated senior officer in the Autism team.
12. To participate in training in evidence based interventions in Autism related strategies.
13. To support the Council's approach to diversity by working positively and inclusively with colleagues, team members, clients and customers in the pursuit of service objectives. To value each individual's unique contribution when contact is made whilst performing work duties.

Hours of work

The hours of the role will be Monday to Friday 8am-11am (3 hours per day x 5 = 15 hours per week). Some flexibility may be required depending on caseload.

Additional duties:

To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.

To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs, there will be consultation with the employee and any necessary personal development will be taken into account.



Stockport Council Competency Person Specification

Post Title: Intensive Support worker (0-18)

Directorate: Services for People

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview. Any interview questions or additional assessments (tests, presentations etc.) will be broadly based on the criteria below.

Competency	SCORE					Essential or Desirable
	0	1	2	3		
Experience working with children and families in a relevant setting						Essential
Experience of working with children on the autistic spectrum						Essential
Experience of delivering packages of support and interventions to families with multiple and complex needs						Desirable
Experiences of working effectively as part of a multi-agency team						Essential
Ability to communicate effectively oral and written and electronically, experience of report writing						Essential
Demonstrate empathy, resilience and persistence in working with children, families and others in challenging circumstances						Essential
Build positive relationships with difficult young people and their families in order to support effective change						Essential
Knowledge and experience delivering parenting support and groups						Essential
Ability to contribute to assessments, plan and review work as part of a team						Essential
Be flexible and able to use a range of interventions and restorative approaches with young people and families						Essential
Positive commitment to work in partnership with colleagues, other agencies, service users and carers						Essential
Ability to work independently and as part of a team using own initiative, supporting others where appropriate and understanding when to seek advice from managers						Essential
Willingness to undertake other training and commitment to self-development						Essential
Ability to drive and access to a car for work						Essential
Understands and actively supports Stockport Council's diversity and equality policy.						Essential
To meet Stockport Council's standard of attendance.						Essential
A willingness to be flexible in a changing environment						Essential

Scoring key

- 0 – Not met essential criteria
- 1 – Partially meets essential criteria
- 2 – Meets criteria
- 3 – Exceeds criteria
- 4 - Exceptional