

Job Description: Teaching and Learning Practitioners (Graduate Programme)

SALARY SCALE:	£19,000 during probationary period, £19,250 once confirmed in post, £20,250 after twelve months service
HOURS:	37.5 hours per week
ACCOUNTABLE TO:	Head of School
LINE MANAGER:	Behaviour Analyst
LOCATION:	Tram House School, 520 Garratt Lane, London, SW17 0NY Park House School, or 48 North Side Wandsworth Common, London SW18 2SL
PROBATIONARY PERIOD:	Four months
HOLIDAY:	The school year for pupils is approximately 40 weeks. All school closures are counted as non-working days.
SICK PAY:	Subject to following procedure, full pay whilst unable to work due to sickness as follows: <ul style="list-style-type: none">• 0 days in first three months• 5 days for the remainder of the first year• 20 days thereafter• Salary payments for periods of sickness beyond 20 days in a 52-week period are at the discretion of BeyondAutism
OTHER BENEFITS:	Group and individual supervision (where appropriate), mentoring and personal development support. Pension: 3, 4 or 5% matched contributions after 3 months in post, loans for Season Tickets / bike purchase scheme, in-house professional counsellors, free eye tests and glasses vouchers, relocation support to Greater London, Perkbox (discounts and employee benefits scheme), wellbeing programme

About BeyondAutism

BeyondAutism is a charity with a vision to ensure autistic children and young adults access an education which empowers a life full of choice, independence and opportunity.

We run outstanding educational services for autistic children and young adults aged 15 months to 25 years as well as providing Outreach and Training services for parents, carers and professionals. Our Research and Learning hub is a conduit for sharing great practice, for problem solving through research and for inspiring learning across the globe.

About BeyondAutism Schools

BeyondAutism Schools are independent special schools for autistic children and young adults aged 4-19. Our fundamental belief is that every young person should be actively involved in society.

Each of our pupils is provided with a truly personalised curriculum and 1:1 support by dedicated and passionate staff. Our practice is guided by behaviour analysis and is underpinned by the science and principles derived from Applied Behaviour Analysis (ABA) and Verbal Behaviour (VB).

Job Purpose

To provide excellent teaching to children and young adults with autism and associated learning difficulties. To support the Behaviour Analysts, Teachers and Consultant Behaviour Analysts in ensuring the daily needs of our pupils are met in a professional, competent, safe and fun school environment. To follow the principles of Behaviour Analysis to enable the pupils within the school to access learning in a way that allows them to learn new skills at their own pace.

What we expect of you

Key tasks

- To work as part of a classroom team providing Behaviour Analytic instruction to children with autism and related communication disorders on an individual basis, in pairs or in small groups.
- To analyse pupils' behaviour to allow for a function of the behaviour to be identified and to deal with the behaviour where appropriate in a calm and professional manner and in accordance with individual pupil behaviour plans, risk assessments and school policy. This may include the use of positive handling techniques (Team Teach).

- To develop an understanding of assessments used within the school that track pupil progress and development of Individual Education Plans (ABLLS-R, VB-MAPP, AFLS, BSquared).
- To ensure that individual and class timetables are adhered to at all times.
- To be flexible and willing to follow any variations in staff timetabling and pupil cover – including last minute changes implemented by the Heads of Schools when necessary.
- To collect and record clear data on all programmes, including accurate analysis and recording of sequence-analysis-data (Antecedent-Behaviour-Consequence).
- To provide intimate care (e.g. toileting, nappy changing, medication and support with feeding) for children within the school as required.
- To supervise indoor/outdoor playtime for all children on a rota basis.
- To supervise and support children on activities and trips outside of the school, including swimming.
- To be responsible for the safeguarding and health and safety of pupils, including the maintaining of a safe environment, following and implementing relevant policies and risk assessments as appropriate.
- To graph pupils daily and weekly progress accurately.
- To monitor and maintain your pupil's clipboards and programme folders and ensure they are kept up to date and ready for an unfamiliar teacher.
- To ensure the production, organisation and maintenance of curricular and teaching materials are age appropriate, functional and relevant to your learner.
- To inform your Behaviour Analyst of 2-week flatlines on programmes within your folder so that progress can be monitored, and teaching procedures amended where applicable.
- To complete the home-school book daily in accordance with relevant school policy and ensure good home-school communication.
- To actively participate in staff meetings, training and performance competencies on a regular basis.
- To undertake appropriate professional development on a range of relevant issues as agreed by the school management. To play an active role in own training and progression in understanding and ability to apply the principles and procedures of Behaviour Analysis.

Additional/general

- Safeguarding the security, safety and wellbeing of pupils at all times during school hours, in school and out in the community reporting any concerns in accordance with the Safeguarding and Child Protection Policy
- To monitor general health and safety within the classroom, rectifying any concerns or reporting to Health and Safety Officer / Site Manager as needed

- To understand, adhere to and actively implement all the policies and procedures of the school at all times
- To actively participate in staff meetings and staff training sessions
- To develop knowledge of autism including the effect upon individuals and families and to demonstrate a thorough knowledge of Behaviour Analytic procedures and practice
- To represent the charity at organised charity events and contribute to the organisation and running of the event when needed / out of hours on a voluntary basis
- To undertake additional tasks as directed by the Heads of Schools, Behaviour Analyst or Consultant Behaviour Analyst.
- To operate and comply with the provisions of the Data Protection Act 1998 and relevant BeyondAutism policies during the course of undertaking the role.

If you would like to know more or ask a question, please email graduate.programme@beyondautism.org.uk

BeyondAutism is proud to be an equal opportunity workplace. We are committed to equal employment opportunity regardless of ethnicity, religion, sex, sexual orientation, age, marital status, disability or gender identity.

BeyondAutism is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced disclosure will be conducted for the successful applicant.