



Qualified Teacher

Job Description & Person Specification

BeyondAutism

May 2024

Registered Charity No. 1082599

020 3031 9705

beyondautism.org.uk

 **BeyondAutism**

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About BeyondAutism

We are experts in delivering autism education services from pre-school to 25. BeyondAutism is a non-profit organisation, driving change in the world of autism education to ensure autistic children and young adults access an education which empowers a life full of choice, independence and opportunity. We do this by creating positive educational experiences, training for the professional team around a child, and information, resources and support for families and carers.

Our services:

We deliver rapid and sustained outcomes in our Early Years' service by working with parents and children together. Empowering parents to feel resilient and confident in meeting the needs of their child leads to aspirational, informed choices creating a positive and successful step into primary education.

Our schools and Post-19 service have a specialist curriculum that ensures sustained success beyond the age of 25, setting children and young adults up with the skills and independence to lead a life of their choosing. By teaching them the academic and life skills they need and through the promotion of a happy, caring environment, we nurture the confidence, independence and self-belief to enable them to make the most of the next stage of their life or education.

We also work more widely, activating networks and building local capacity with our solution focused Outreach team. Our unique BeyondAutism Fast Responder® service works at the point of crisis to change the national picture and reduce school placement breakdown.

Our values

At BeyondAutism we are:

Dedicated to delivering excellence

Developing expertise, outstanding services and positive engagement, always seeking to go above and beyond expectations.

Committed to Behaviour Analysis, underpinned by the science of Applied Behaviour Analysis and Verbal Behaviour

Contributing to research and ensuring our staff continually develop and share best practice that ensure aspirational outcomes are achieved for autistic individuals.

Respectful

Embracing diversity, showing integrity, acting with compassion and always treating people with dignity.

Proud to challenge

Listening, changing thinking, shifting attitudes and educating.

Job overview

- We are looking for an experienced teacher, driven to develop and monitor outstanding educational programmes for our Post-19 learners, aged 19-25.
- You will be responsible for the assessment and development of learners ensuring progress is recorded and used to plan individual objectives.
- You will oversee the education of our students, developing appropriate curriculum plans and behaviour strategies, preparing them for life after education.

What we can offer you

You can find a very rewarding career with BeyondAutism. As well as being part of a team delivering life-changing services, we offer multiple and generous benefits to employees.



Pension scheme *

We offer a competitive pension scheme via salary exchange of 3, 4 or 5% and match your contribution.



Term-time only roles

We have a number of jobs in term time only, perfect for those returning to work after a career break or for parents with young children.



Season ticket loan *

We can loan you the cost of your season ticket, repaid through monthly salary deductions for the period of the season ticket or less. Maximum period 12 months. Maximum loan £5000.



Bicycle loan *

We can loan you the cost of purchasing a bike for the purpose of cycling to work. Up to a maximum value of £1000, repayable over a period of 12 months or less.



Continuing Professional Development (CPD)

Further education opportunities including Masters, RBTs, diplomas and certificates; and opportunities for membership for relevant professional bodies.



Professional Membership fees

Reimbursement of the cost of annual professional membership fee where continued membership registration is a requirement of your role.



Onsite counsellor

One counsellor working across our sites offering confidential 1:1 counselling sessions.



Perkbox

Access to an online perk scheme which gives you your pick of over 200 great discounts and freebies such as a free monthly hot drink from Cafe Nero, discounts on high street shopping and great price cinema tickets.



Employee Assistance Programme

Free access to a 24/7 confidential counselling support, including opportunity for face-to-face support.



Employee Referral Programme

Generous £400 thank you payment when you refer somebody into one of our open vacancies.



Eyecare vouchers

Vouchers to cover the cost of an annual eye examination and single-vision spectacles, if needed.

Benefits marked with (*) are contractual benefits open to staff who have been in post for three months or more.

About the role

Teaching responsibilities

Support the Assistant Director of Education and Senior Leadership Team to:

- Set high expectations which inspire, motivate and challenge students and members of staff within your team/setting
- Promote good progress and outcomes for all students
- Demonstrate good subject and curriculum knowledge
- Plan and teach well structured, high quality lessons that will inspire and motivate students and staff
- Adapt teaching to respond to the strengths and needs of all students
- Make accurate and productive use of a range of assessment tools to analyse and monitor progress of students
- Manage behaviour effectively to ensure a good and safe learning environment
- Fulfil wider professional responsibilities as well as other duties directed by the Assistant Director of Education and Senior Leadership Team

Student progress and welfare

As delegated by the Head of Post-19:

- Ensure that BeyondAutism Post-19 meets its statutory obligations for safeguarding and promoting the welfare of all young adults
- Co-operate and work with relevant agencies to safeguard and protect young adults and promote their welfare
- Ensure that the individual needs, experience, interests and abilities of each student are met and provide the best environment to ensure that each student is learning according to a personalised planned curriculum, based on best practice in behaviour analysis and developed in accordance with national standards and assessed needs and capabilities
- Ensure that each student is appropriately assessed at each stage of development and that progress is constantly monitored, recorded and evaluated through EHCPs and IEPs. Ensure that learning and achievement is systematically recorded and is used to plan individual objectives and contribute to the objectives of BeyondAutism Post-19
- Establish an environment of good order and behaviour at BeyondAutism Post-19, to allow every student to maximise the opportunity to develop
- Ensure that the health and care needs of each student are assessed and met through effective systems and appropriately trained and qualified staff
- Monitor the welfare of students, helping to prepare reports and, ensure that appropriate communication and liaison exists with parents and families, education, health and social care organisations and other professionals involved in students' welfare
- Ensure that all student records and information are stored according to DfE regulations

School management

- Line manage and support Lead Teaching and Learning Mentors to deliver outstanding group teaching
- Support Behaviour Analysts, Instructors, Lead Teaching and Learning Mentors and Teaching and Learning Mentors to fulfil their responsibilities by providing personal and professional development to support the college development plan
- Create a climate of support and trust within the service in which everyone feels heard and valued and in which concerns and ideas for improvement can be properly discussed
- Ensure that staff resources and all other college resources are effectively and efficiently managed to benefit students and that BeyondAutism Post-19 attracts and retains high quality staff from trainees to specialists
- Ensure that the management of staff performance is carried out and reported according to the Governors' policy

Parents and families

- Manage communication and meetings with parents, including routine (progress review, termly and annual review meetings) and exceptional meetings
- Liaise with the Parents' Association for all matters relating to teaching, learning and student welfare and progress
- Support the organisation in all parental events, e.g. resource making, curriculum information, open days and other events

Behaviour Analysis training and professional development

- Liaise with the Behaviour Analysts to ensure induction and other training results in well-trained expert college staff

The wider community

- To be an ambassador for the Post-19 and represent its interests in an official capacity
- To ensure that Post-19 promote effective links with the local community
- To maintain professional communication working collaboratively with Local Authorities, Health authorities, the DfE, Ofsted and any other agencies responsible for students' and their families' educational and pastoral needs
- Maintain and develop inclusion opportunities for BeyondAutism students

General

- Other duties as required by the Assistant Director of Education from time to time

What you will bring to the role

We are looking for passionate and dedicated people who want to make a truly positive impact on autistic peoples' lives. As a Qualified Teacher, you will inspire and motivate our learners promoting excellent outcomes for all.

Essential	Desirable
<ul style="list-style-type: none"> • Qualified and experienced teacher • Experience and sound knowledge of 16-25 curriculum • Ability to adopt a creative approach to educational issues and to plan and prioritise own workload and that of others • Willingness to work within the ethos of the college and its behavioural analytical practices and to develop an understanding of the teaching methods • Ability to work alongside Behaviour Analysts, the Consultant Behaviour Analyst, Job Coach and hub teams • The ability to verbally communicate clearly and effectively with people (including students, parents, staff and managers) • The ability to quickly establish rapport with people (including students, parents, staff and managers) • The ability to simplify and explain complicated matters • The ability to demonstrate tact and diplomacy • Commitment to undertaking further training and professional development • Commitment to parent partnership in evolving optimal strategies for student's teaching and learning • Experience of working in a pressured environment and flexibility to amend programmes are essential 	<ul style="list-style-type: none"> • Management experience of staff, e.g. Teaching Assistants • Experience of SEN • Experience of preparing for an Ofsted/HMI Inspection • Understanding/experience of Behaviour Analysis • Experience of teaching in an autism specific setting • Experience of successfully moderating within FE, in particular RARPA • Evidence of pursuance of recent professional development • Ability to offer leadership to an interdisciplinary team

SALARY SCALE:	Pay Structure for QT + 1 SEN Point
HOURS:	37.5 hours per week
ACCOUNTABLE TO:	Assistant Director of Education
LOCATION(S):	2 Margravine Road, London, W6 8HJ 14 Enterprise Way, London SW18 1FZ 1 Enterprise Way, London SW18 1GA
PROBATIONARY PERIOD:	Six months
HOW TO APPLY:	<p>If you're interested in applying for the role, please send your CV and covering letter to recruitment@beyondautism.org.uk.</p> <p>Your cover letter should include:</p> <ul style="list-style-type: none">• Why you are interested in applying for this role• How your skills/experience meet the requirements of the person specification <p>If selected for interview you will be required to fill out a full application form for safer recruitment purposes.</p>

If you would like to know more or ask a question please email recruitment@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 adults and expects all staff to share this commitment. An enhanced disclosure will be conducted for the successful applicant.

