



# Lead Teaching and Learning Practitioner

Job Description & Person Specification

**BeyondAutism Schools**

**September 2023**

Registered Charity No. 1082599

020 3031 9705

[beyondautism.org.uk](https://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. Children with an EHCP are up to six times more likely to be excluded for a fixed period or permanently than pupils with no special educational needs.<sup>1</sup> The majority of these pupils will have autism alongside other communication and learning difficulties.

We're activating networks and building local capacity with our solution focused Outreach team; and our unique Fast Responder service is working 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

- As a Lead Teaching and Learning Practitioner you will be supporting autistic children aged 4-13, delivering outstanding education that empowers a life full of choice, independence and opportunity
- You will develop the communication, independence and daily living skills of learners making a direct impact on the quality of life for that person
- With the support of a Behaviour Analyst you will provide training for Teaching and Learning Practitioners in key teaching procedures as well as being a crucial part of classroom planning

# What we can offer you

You can find a very rewarding career with BeyondAutism in a wide variety of roles. 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

## Key tasks

- To provide training for Teaching and Learning Practitioners (TLPs) in key teaching procedures (pairing, manding, Intensive Teaching Trials and Natural Environment Teaching) using demonstration, guidance, modelling, discussion and role play activities.
- To provide training to TLPs on data recording, online management and graphing.
- To conduct pairing observations as needed, providing immediate on the spot verbal feedback and following up with written feedback and further training where needed.
- To conduct/work towards completing interobserver agreement observations (IOA) alongside ASPs/Behaviour Analysts.
- To provide written feedback for any training given in the form of training notes.
- To provide support for TLPs with following pupil behaviour plans and learning best practice for managing behaviours that challenge.
- To check TLPs daily timetables include natural environment teaching (NET) and IEP teaching targets.
- To support TLPs with choosing appropriate targets within a goal under the guidance of the ASP and Behaviour Analyst.
- To provide training as directed by Behaviour Analyst or ASP.
- Contribute to updating class staff training file.
- To conduct half termly online audits on pupil files (with support of ASP and Behaviour Analysts).

## Curriculum

- To support the ASP in the day-to-day management of the classroom including break rotas.
- To support the ASP in the development of cleaning rotas and jobs lists within the classroom and to ensure that TLPs complete their daily jobs.
- To support the ASP with monitoring the timekeeping of TLPs and ensure they adhere to daily timetables.
- To contribute to the organisation of the classroom and to ensure that the classroom remains tidy, resources are maintained, and the environment is conducive to learning and independence.
- To ensure classroom displays are reflective of the schools' focus, interactive and celebrates the pupils achievements.
- To support ASP in completing class based actions based on learning walk/snapshot feedback.
- To arrange and set up daily activities within the classroom each day such as registration, assemblies, and special events and ensure all pupils are engaged.
- To create and plan fun new activities for the pupils and model good practice within the activity.
- To plan and organise playground activities and support TLPs with their snack/lunch pairs.
- To communicate with the class team about resources that need to be purchased, order these and update the budget as required, with support from the ASP.
- To monitor general health and safety within the classroom, rectifying any concerns or reporting on SchoolPod.

## Curriculum

- To support the ASP with the delivery of non-core curriculum groups (e.g. art/food technology/music).
- To ensure that extra-curricular activities and non-core curriculum groups are captured and evidence within the designated folders e.g. special events and assemblies.
- To support ASPs and Behaviour Analysts with pupil assessments.
- To model good practice when working with two pupils, to ensure both are learning and interacting with each other.
- To develop a good understanding of the assessments being used within the school.
- In consultation with the class Behaviour Analyst, lead on a 1-year class based project, with outcomes for the whole class. To devise own proposal and present the project, with evidence, to middle managers at the end of the academic year.

## 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 remain up to date with evolving teaching and behaviour management procedures by attending and actively participating in training and staff meetings.
- To understand, adhere to and actively implement all the policies and procedures of the school at all times.
- To develop knowledge of autistic including the impact upon individuals and families and to demonstrate a thorough knowledge of Behaviour Analysis procedures and practice.
- To undertake additional tasks as directed by the Head of School, Assistant Head, Consultant or Behaviour Analyst.

# 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. Working as part of a class team you will provide excellent teaching to autistic pupils, shaping their educational journey.

	Essential	Desirable
Education & qualifications	<ul style="list-style-type: none"> <li>Educated to A Level or recognised child care qualification</li> </ul>	<ul style="list-style-type: none"> <li>Psychology Degree (honours)</li> </ul>
Specific knowledge, experience and technical skills	<ul style="list-style-type: none"> <li>Interest in working with children with special needs including autism</li> <li>Good standard of literacy and numeracy skills</li> <li>Willingness to learn new methods of teaching autistic children</li> <li>Understanding of and commitment to equality of opportunity within an inner-city, special needs environment</li> <li>Commitment to undertaking further training and professional development</li> <li>Demonstrable interest in education</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with children, and/or adults with Special Needs</li> <li>Experience of working with autistic children</li> <li>Knowledge of Psychology</li> <li>Experience of Behaviour Analysis</li> <li>Knowledge of national curriculum</li> <li>Experience of working in a school</li> </ul>
Personal attributes	<ul style="list-style-type: none"> <li>Ability to work in a pressured environment</li> <li>Ability to work as a member of a team</li> <li>Professional attitude – including professional dress code</li> <li>Good communication and interpersonal skills – ability to communicate effectively with children, parents and staff</li> <li>The ability to establish a rapport with people (including children, parents, staff and managers)</li> <li>The ability to demonstrate tact and diplomacy</li> <li>Understanding of and commitment to the school's Safeguarding and Child Protection Policy</li> <li>Physically and emotionally resilient in order to work with autistic children and young adults who may present with behaviours that challenge</li> <li>Passionate and committed to the skill development of the pupils within the school and a determination to ensure every child receives the best education possible</li> <li>Patient, a calm demeanour and an empathetic nature</li> <li>Ability to follow directions and implement training received in a timely manner</li> <li>A positive attitude towards the science of Behaviour Analysis and its use within the school</li> </ul>	<ul style="list-style-type: none"> <li>Work-based experience in a high pressure service-based setting</li> <li>Long-term ambition for internal progression</li> <li>Passion for Behaviour Analysis</li> </ul>

<b>SALARY SCALE:</b>	£24,490 (LTM1) to £25,225 (LTM2)
<b>HOURS:</b>	37.5 hours per week (term-time only)
<b>ACCOUNTABLE TO:</b>	Heads of Schools
<b>LINE MANAGER:</b>	Behaviour Analyst
<b>LOCATION(S):</b>	Park House School, 48 North Side Wandsworth Common, London, SW18 2SL
<b>PROBATIONARY PERIOD:</b>	Six months
<b>HOLIDAY:</b>	The school year for pupils is approximately 40 weeks. All school closures are non-working days.
<b>HOW TO APPLY:</b>	If you're interested in applying for the role, please send your CV and covering letter to <a href="mailto:recruitment@beyondautism.org.uk">recruitment@beyondautism.org.uk</a> . If selected for interview you will be required to fill out a full application form for safer recruitment purposes.

If you would like to know more or ask a question please email [recruitment@beyondautism.org.uk](mailto: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 people and expects all staff to share this commitment. An enhanced disclosure will be conducted for the successful applicant.