



Advanced Skills Practitioner

Job Description & Person Specification

BeyondAutism Schools

March 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

- As an Advanced Skills Practitioner, you will apply your expertise in Behaviour Analysis and share this expertise through instruction and training to Teaching and Learning Practitioners, external professionals and stakeholders.
- You will utilise advanced levels of knowledge and skills in assisting with planning, monitoring, assessing pupils to become independent learners, to provide support for their welfare, and to support the inclusion of pupils in all aspects of school life.

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.

Class responsibilities

- To work alongside Behaviour Analysts to develop and prepare resources and training for a range of teaching, including paired learning activities in accordance with IEPs and in response to pupil need.
- To deliver training on and be able to demonstrate the ability to motivate and progress pupils' learning by using clearly structured, interesting teaching and learning activities.
- To have a key role in training new Teaching and Learning Practitioners with basic procedures when Practitioners start and with more advanced skills for more experienced Practitioners. This will include running competencies on staff, doing IOAs with Behaviour Analysts and giving staff constructive feedback and training in line with the competency results.
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop. Ensuring staff are aware of their responsibilities through training and line management.
- Have an advanced knowledge of behaviour management strategies, in line with the school's policy and procedures. To support in behaviour management, providing advice, guidance and training to Teaching and Learning Practitioners and other professionals.
- To have an up to date knowledge of all programs in the classes you are assigned and be able to deliver them when needed.
- Provide detailed verbal and written feedback on pupil responses to learning activities and pupil behaviour, to Behaviour Analysts, Teachers, therapists and Pupils.
- To cover in the absence of Teaching and Learning Practitioners and Lead Practitioners.
- To cover in the absence of the class Behaviour Analyst taking on the daily responsibilities and expectations
- In accordance with arrangements made by the Deputy Head of School, progress pupils' learning in a range of classroom settings, including working with individuals and small groups.
- To have a thorough understanding of the Independence Framework, supporting Behaviour Analysts in the assessment of this and collection of data. Training staff in developing independence skills.
- Assess pupils' responses to learning tasks and where appropriate, modify methods to meet individual and/or group needs.
- Contribute to programmes of observation and assessment as planned by the Behaviour Analyst, evaluations and other information to assist in the provision of appropriate support for specific children.
- To line manage up to 2 Teaching and Learning Practitioners undertaking their induction, appraisal and mentoring.
- Contribute to the overall ethos, work and aims of the school by attending relevant meetings and contributing to the development of policies and procedures within the school. Also participate in staff meetings and training days/events as requested.
- Supervise pupils in the playground and contribute to play time activities – which have been planned for by Lead Practitioners.
- Assist Behaviour Analysts and teachers by receiving instructions directly from professional or specialist support staff involved in the children's education. These may include social workers, health visitors, language support staff, speech therapists, educational psychologists, and physiotherapists.

Pupil welfare

- 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 be trained and take responsibility for a key aspect of Health and Safety in the schools such as a Designated Safeguarding Person, Fire Warden, First Aid and Evac Chair.
- Recognise and challenge any incidents of racism, bullying, harassment, victimisation and any form of abuse of equal opportunities, ensuring compliance with relevant school policies and procedures and making sure the individual/s involved understand it is unacceptable.
- Assist in maintaining good discipline of pupils throughout the school and supervise pupils on planned visits and journeys.
- To complete risk assessments for off-site activities and trips ready to be signed off at least 2 weeks before each trip.

About the role

- Provide support and assistance for children's pastoral needs, for example, dressing, caring for sick, injured or distressed children.
- Provide physical support and maintain personal equipment used by the children at the school.
- Administer medication as agreed.
- Foster and maintain constructive and supportive relationships with parents/carers, exchanging appropriate information, facilitating their support for their child's attendance, access and learning, and supporting home to school and community links.

Research and learning

- To actively participate in staff meetings and staff training sessions
- To develop knowledge of autistic spectrum disorders including the effect upon individuals and families and to demonstrate an in-depth knowledge of Behaviour Analytical 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

Additional/general

- To undertake additional tasks as directed by the Head of School, SLT and Behaviour Analysts
- To operate and comply with the provisions of the Data Protection Act 2018 (GDPR) and relevant BeyondAutism policies during the course of undertaking the role.



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 team you will provide excellent teaching to autistic pupils, shaping their educational journey.

	Essential	Desirable
Education & qualifications	<ul style="list-style-type: none"> Educated to degree level 	<ul style="list-style-type: none"> Psychology Degree (honours)
Specific knowledge, experience and technical skills	<ul style="list-style-type: none"> Training in relevant learning strategies and understanding of autistic pupils Experience of working with primary age children Understanding and experience of implementing behaviour management strategies Have experience of working with early, intermediary and advanced learners Effective oral and written communication skills Excellent interpersonal skills forming effective professional relationships with a wide range of stakeholders Able to form and maintain appropriate professional relationships and boundaries with children and young people The ability to work flexibly with children and staff, demonstrating measured and appropriate decision making. Strong IT skills to support learning and maintain electronic information systems. A skilled deliverer of on-the-spot training and the ability to provide constructive and reflective feedback Ability and willingness to work constructively as part of a team Ability to supervise pupils effectively both in and out of school in line with the school's behaviour policy Ability to deal with sensitive information in a confidential manner Ability to help children and young people to transfer their learning to other parts of their lives Ability to be a good role model to all pupils Ability to work in partnership with parents and other multi-disciplinary professionals 	<ul style="list-style-type: none"> Knowledge of national curriculum At least 1 years' experience as a practitioner Experience delivering Verbal Behaviour based assessments and training. Registered Behaviour Technician qualification Experience of completing the EYFS evidence and supporting pupils to access this curriculum Experience of leading and motivating a team, including delivery of line management meetings Effective presenting skills to a range of audiences, including but not limited to on site whole school training, external training, conferences and podcasts

What you will bring to the role

	Essential	Desirable
Specific knowledge, experience and technical skills continued.	<ul style="list-style-type: none"> • Ability to use own initiative and work flexibly • A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service. • A commitment to deliver services with the framework of the school's equal opportunities policy • Willingness to attend school training sessions 	
Personal attributes	<ul style="list-style-type: none"> • Good organisational and time management skills • Ability to work in a pressured environment • Adaptable • A reflective practitioner, that is committed to improving their own practice • To have an extensive knowledge of safeguarding and child protection procedures • An understanding of and a genuine commitment to Equal Opportunities 	<ul style="list-style-type: none"> • Work-based experience in a high-pressure service-based setting • Long-term ambition for internal progression • Passion for Behaviour Analysis

SALARY SCALE:	£25,210 – £28,365 (dependent on experience)
HOURS:	37.5 hours per week (term-time only)
ACCOUNTABLE TO:	Heads of Schools
LINE MANAGER:	Behaviour Analyst
LOCATION(S):	Tram House School, 520 Garratt Lane, London SW17 0NY
PROBATIONARY PERIOD:	Six months
HOW TO APPLY:	If you're interested in applying for the role, please complete an application form online and send to recruitment@beyondautism.org.uk

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 people and expects all staff to share this commitment. An enhanced disclosure will be conducted for the successful applicant.

How to follow us



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