



# Early Years' Family Practitioner

Job Description & Person Specification

**BeyondAutism Early Years**

**March 2024**

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. 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 Early Years' Family Practitioner you will be a vital touch point for families, supporting children with their development and communication. You will provide expert training to families attending our service empowering them to feel more confident and resilient.
- You will be responsible for creating and implementing individualised programmes for our children and families, developing engaging and stimulating activities for the children and gathering and analysing data to inform decision making.

# 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

## Key tasks

- To work as part of the Early Years' Team running workshops for parents and children three days a week, underpinned by Behaviour Analysis.
- To empower parents during the sessions, helping them to be more confident in their own and their child's ability.
- To deliver high quality training to parents and families using Behaviour Skills Training techniques.
- To encourage a positive, aspirational relationship between the child and their parents/family.
- To provide a fun, playful environment where children make good progress and their achievements are celebrated.
- To develop a good understanding of and be able to use different assessment methods (such as EFL, a play and social skills assessment, ABC data sheet, manding data) to gather and analyse data.
- To understand and use different communication methods (e.g. PECS, Makaton, cued articulation).
- To inform parents about child's progress by providing termly written reports.
- To use knowledge of the children, assessments and Behaviour Analysis/Verbal Behaviour to write individualised child and parent targets in conjunction with Early Years' Leadership.
- To take data to track progress and inform next steps for each child and parent.
- To model and support children in small groups run by the Qualified Teacher.
- To support the Qualified Teacher with resource making for the curriculum plan.
- To be responsible for the safeguarding and health and safety of children, including the maintaining of a safe environment, following and implementing relevant policies and risk assessments as appropriate.
- To ensure the production, organisation and maintenance of curricular and teaching materials are age appropriate, functional and relevant to each child.
- To complete the daily record sheet and all relevant data for each child during and after every session.
- To make resources to ensure high quality teaching and training can be delivered.
- 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 management.
- To play an active role in own training and progression in understanding child development and the ability to apply the principles and procedures of Behaviour Analysis and Verbal Behaviour.

## Additional/general

- Safeguarding the security, safety and wellbeing of pupils at all times during workshop hours, within the service 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 autistic spectrum conditions including the effect upon individuals and families and to demonstrate a thorough knowledge of Behaviour Analysis 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 Head of Early Years or Deputy Head of Early Years.
- To operate and comply with the provisions of the Data Protection Act 1998 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 the Early Years' team you will provide excellent training for families and support for autistic children.

	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 or Teaching Degree (honours)</li> <li>Registered Behaviour Technician (RBT) Qualification</li> <li>Further study within Behaviour Analysis</li> </ul>
Specific knowledge, experience and technical skills	<ul style="list-style-type: none"> <li>Experience of Behaviour Analysis / Verbal Behaviour</li> <li>Experience working with children with special needs including autism</li> <li>Good standard of spoken and written English</li> <li>Good standard of literacy and numeracy skills</li> <li>Good standard of computing 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> <li>Demonstrable interest in Behaviour Analysis</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with young children</li> <li>Knowledge of Psychology</li> <li>Knowledge of national EYFS curriculum</li> <li>Experience of working in an Early Years setting</li> <li>Experience working with non-verbal children</li> <li>Experience of using communication tools such as Makaton &amp; PECS</li> <li>Experience of training others (including parents)</li> <li>Experience of working closely with parents</li> <li>Good standard of computing skills, including using excel to graph data</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 delivering training and offering guidance</li> <li>The ability to establish a rapport with key stakeholders (including children, parents, staff and managers)</li> <li>The ability to demonstrate tact and diplomacy</li> <li>Understanding of and commitment to the organisations Safeguarding and Child Protection Policy</li> <li>Physically and emotionally resilient in order to work with autistic children who may present with behaviours that challenge</li> <li>Passionate and committed to the skill development of the pupils within the setting and a determination to ensure every child is reaching their full potential</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/Verbal Behaviour and its use within the organisation</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> </ul>

<b>SALARY SCALE:</b>	£21,000-25,981 (dependent on experience)
<b>HOURS:</b>	37.5 hours per week (term-time only)
<b>ACCOUNTABLE TO:</b>	Head of Early Years
<b>LINE MANAGER:</b>	Deputy Head of Early Years
<b>LOCATION(S):</b>	14 Blyth Road, Bromley, BR1 3RX
<b>PROBATIONARY PERIOD:</b>	Sixth months
<b>HOW TO APPLY:</b>	If you're interested in applying for the role, please complete an application form online or send to <a href="mailto:recruitment@beyondautism.org.uk">recruitment@beyondautism.org.uk</a>

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.

#### How to follow us



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