



Director of Education Services

Candidate pack

BeyondAutism

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Registered Charity No. 1082599

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beyondautism.org.uk

 **BeyondAutism**

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A word from our CEO, Tracie Coultas-Pitman



We are leading autism education, ensuring that autistic children and young adults access an education that leads to a life full of opportunity, choice, and independence - the Director of Education Services is key to every learner's success. We are dedicated to delivering excellence in our two independent special schools, our Post-19 community learning hubs, and our unique Early Years service.

This role is not for the faint hearted, the learners deserve someone who is ambitious for and with them, with the ability to hold the Heads to account by being respectful and proud to challenge. At BeyondAutism we are committed to behaviour analysis – we understand this is often misunderstood and are driven to ensure that safeguarding, wellbeing, and the individual, is at the heart of all our decision making and practice.

We are ambitious for the future and are looking for a strategic leader who shares our vision, who has integrity, resilience and great energy to work with the CEO and the Board, the senior management team, our staff, and, critically, our learners and their families, to continue to drive our success.

As an experienced, inspirational leader with a passion for improving the lives of our future generations, we hope that you will feel inspired to apply to be our next Director of Education Services.

If you believe you share our vision and a passionate ambition to bring your significant knowledge, skills, and experience to ensure that BeyondAutism achieves its aims, we would be delighted to hear from you.

Tracie Coultas-Pitman
CEO

Our vision and values

We're really proud of our vision and values. They sit at the heart of everything we do at BeyondAutism helping us to empower autistic people, and drive our 5-year strategy. The behaviours associated with each value demonstrate how we work together as a team of staff to deliver against our vision; by putting our learners at the forefront of everything we do, being ambassadors for our knowledge and expertise, valuing different perspectives, and being role models to others. We challenge anything that limits expectations of learners, and we believe it's this 'can-do' attitude of our staff that sets us apart.

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

Dedicated to delivering excellence

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

This means that we will:

- have high expectations of all, and deliver our best rather than aspire to it
- listen to other points of view and be open to new ideas that will help us develop and in turn develop those we work with

Committed to Behaviour Analysis

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

This means that we will:

- be proud advocates for behaviour analysis the BeyondAutism way, with personal responsibility for dispelling myths or invalid criticisms to wider audiences
- have a creative and flexible approach to applying behaviour analysis to meet the needs of the individual, embracing new research tools and techniques

Respectful

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

This means that we will:

- celebrate difference, taking time to discover what individuals want to achieve and supporting them in getting there
- build an open culture within the organisation, with transparency across everything we do

Proud to challenge

Listening, changing thinking, shifting attitudes and educating.

This means that we will:

- have a questioning approach to everything; thinking for ourselves, not just doing what has been asked
- invite a culture of challenge – feeling supported in challenging others, and open to being challenged back

Our 2025 strategy

Our 5-year strategy and objectives reflect our aspiration at an individual and societal level. Through education and developing skills, whilst also influencing attitudes, resources and institutions.

Our strategic objectives



Reduced school placement breakdown

Empowering schools to manage behaviour and remove barriers to learning



Increased employability

With the skills and confidence to enter the work place, promoting independence and broadening opportunities



People with autism have the life skills to live their ideal week

Empowering choice, opportunity and independence



Increased resilience and confidence in families

Because families who are resilient, informed and confident make very different decisions, directly impacting the outcomes for their children



Communities are supported to include people with autism

Breaking the cycle of prejudice so that people with autism have choice and opportunity



Our history

We are proud of where we are today and look forward to empowering more autistic people for decades to come.



Official opening of Rainbow School



The original Tram House building



Post-19 students

2002

Rainbow School moves into Tram House, a rented property on Garratt Lane.

2011

We re-brand the charity to BeyondAutism, reflecting our ambition to go beyond the condition, exceed the limits and give families hope.

2015

Financing is successfully raised to purchase our Tram House site for redevelopment and our £1.5m capital appeal is launched.

2017

Early Years' pilot begins in May. In September, Rainbow School becomes two separate schools, Park House School and Tram House School.

Our Post-19 service becomes permanent with four learners accessing a hub in Hammersmith.

2019

In February we are awarded a grant of £380k from The National Lottery Community Fund to help fund our Early Years' service over the next 5 years.

Sixth Form expand into South Thames College in June. Post-19 opens a second hub in Wandsworth in November.

2021

In February Early Years' moves into permanent premises in Bromley. We host a professionals conference online and across the year 3000 people access our resources.

BeyondAutism now supports over 200 learners across London and beyond.

2023

Sixth Form moves into its own dedicated space in Roehampton. BeyondAutism Fast Responder® becomes a permanent service.

2000

Founded as The Rainbow Charity when a group of parents set up Rainbow School with 3 pupils in temporary accommodation in Wandsworth.

2009/2010

£4.36m raised in donations and financing to purchase and complete the Phase I redevelopment of our second school site opposite Spencer Park in Wandsworth

2014

Having fundraised over £570k Phase II works are completed at our Spencer Park site (now Park House School), equipping the school with a multipurpose hall, shower block and space for a library.

2016

Launch of our 5-year strategy: Empowering People, Launching Lives. The foundations of our Outreach and Training service are established. In September we launch a pilot of our Post-19 service.

2018

Newly redeveloped Tram House School opens in January. Our Early Years' service becomes a permanent provision in June. Both of our schools are rated 'Outstanding' by Ofsted. In December Children in Need award our Early Years' service a grant of £109k over 3 years.

2020

Our Research and Learning team launch a podcast series, and a dedicated area for professionals is added to our website. In response to the pandemic a new online learning platform is launched in July 2020. In September, we launch our new 5-year strategy.

2022

We pilot a Fast Responder service in response to the growing number of fixed and permanent exclusions of autistic pupils and challenges faced by schools in supporting pupils at point of crisis.

Early Years

A free service developed for parents and carers to attend with their children aged 15 months – 5 years. Based in Bromley, this service is funded entirely by grants and donations.

Accessing support, tailored to individual needs, at as early an age as possible, is so important for children with communication difficulties. At Early Years, parents are supported by our experienced interdisciplinary team during this crucial time, to empower them to build skills, knowledge and confidence to better understand their child's behaviour and support their communication and language development.

Our flexible approach means that all teaching is tailored to the individual needs of the children and families that attend the service. Each session includes a parent discussion where families can share common challenges, discuss potential solutions all whilst building a peer support network.



BeyondAutism Schools

BeyondAutism Schools sits across three sites in Wandsworth: Park House (4-11), Tram House (11-16) and Sixth Form (16-19). Our schools are Independent Special Schools, offering transformative education for autistic children and young adults.

Each of our pupils is provided with a truly personalised curriculum and one-to-one support by dedicated and passionate staff. We teach learners the life skills they need to live a life of choice and opportunity – from speech and language, self-care and motor skills, right through to reading, writing and maths.

We work with learners on preparing them for their next steps after school, exploring employment opportunities and gaining independence skills within the community. We provide them with strategies that enable them to regulate their emotions and have their voice heard.



Post-19

BeyondAutism Post-19 provides education and training opportunities to autistic young adults aged 19 -25 – preparing them for adulthood with a skillset that enables them to have choice and control. We have two Post-19 hubs in Wandsworth.

We want to see autistic young adults prepared for adulthood with the skills that enable them to have choice over where and how they live, what they do and with whom. Everyone has their own aspirations, likes and dislikes. We therefore meet each individual's needs through bespoke planning. There is no "typical" timetable and each person is supported to create their ideal week.

We offer meaningful choices for individuals and their families, working in partnership with employers and social care providers to develop pathways to successfully step into adulthood, supported living and employment options.



Outreach and Training and BeyondAutism Fast Responder®

Outreach and Training

Our knowledgeable staff provide intervention and support, delivering life changing outcomes for autistic children and young adults in other settings and at home. We work with Local Authorities, nurseries, Multi Academy Trusts, mainstream and independent schools providing expert advice and training focused around inclusion, empowering staff, supporting transitions and empowering learners to achieve.

Our comprehensive in-person and online training catalogue provides parents and professionals alike with easy to access knowledge on a range of topics on autism, behaviour and much more.

All of our outreach and training services can be completely individualised creating a bespoke offer for those accessing the support.

BeyondAutism Fast Responder®

BeyondAutism Fast Responder® Works with schools and families of pupils at risk of permanent exclusion to remove barriers to learning and reduce the national picture of school placement breakdown.

Our unique service provides 'immediate' intervention, support and wrap-around care. Through our 24/12 approach, we provide needs-led solutions, responding to referrals with a school visit within 24 hours of triage. We also provide up to 12 hours of input which can be spread across a number of weeks or months as required.

With a collaborative and non-judgemental ethos, our service activates networks and builds local capacity to increase inclusive practices and reduce SEN exclusions.

About the role

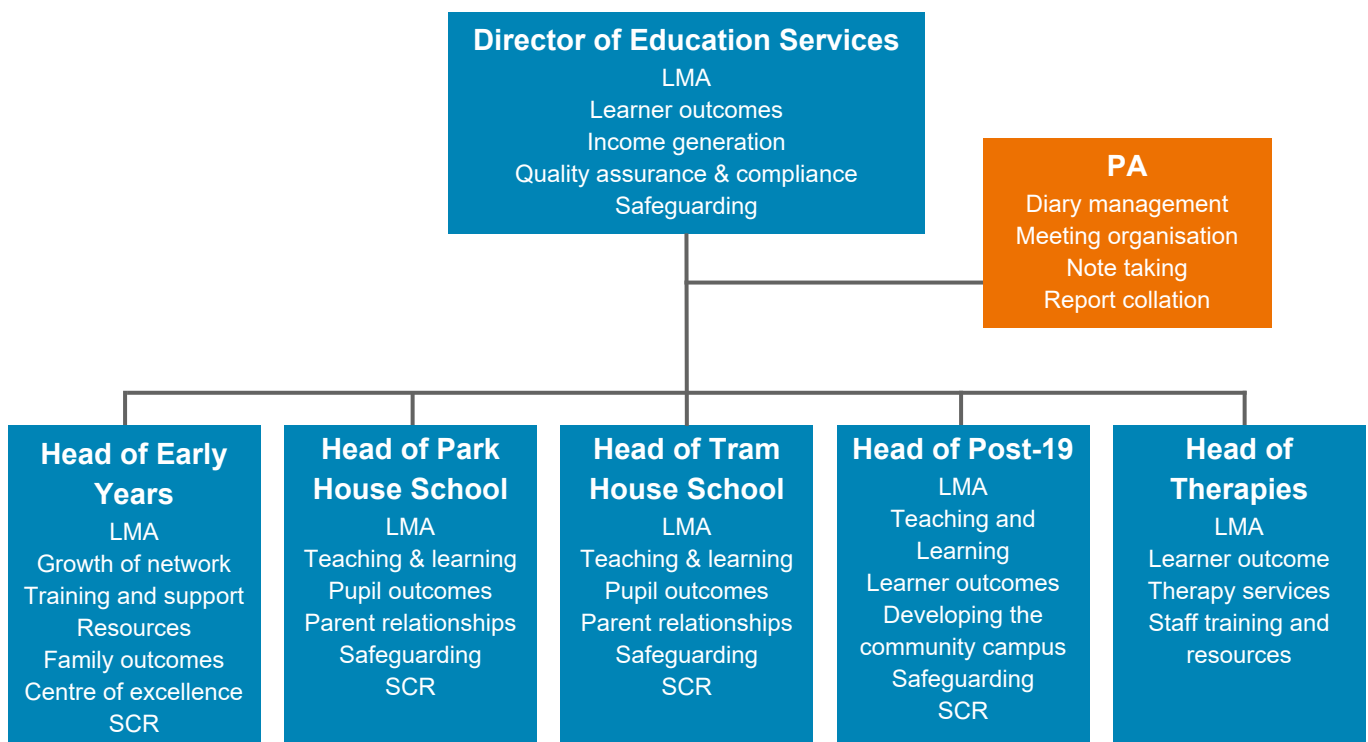
Relationships

The Director of Education Services will report to the Chief Executive Officer and be a critical member of the Senior Management team alongside the Chief Operating Officer (COO), Outreach Services, MarComms and Fundraising. The Senior Management team is expected to work in very close collaboration to deliver their shared responsibility for the success of BeyondAutism.

The Director of Education Services will have strong working relationships with and attend the meetings of the Schools' Governing Body and Post-19 Advisory Board.

Our operational services

- Early Years
- BeyondAutism Schools
- Post-19
- Therapies



Key responsibilities

Strategy and leadership

- Develop, in conjunction with the Chief Executive and senior management team, the strategy and service development to ensure that BeyondAutism has significant impact towards a vision where “Autistic children and young adults access an education which empowers a life full of choice, independence and opportunity” by delivering outstanding education services, underpinned by behaviour analysis
- Be collectively accountable as part of the Senior Management Team for leading and managing BeyondAutism, ensuring high performance and maximum cross-organisational collaboration and synergy, deputising for the Chief Executive when necessary
- Develop, lead and manage our core educational services, championing our values and management principles, ensuring delivery of our objectives; in conjunction with being accountable for the budget and optimum utilisation of resources
- Deliver regular updated management information to key stakeholders across the organisation, including through attendance at the Board of Trustee meetings
- Create an environment of continuous improvement to achieve and promote a culture of high standards and expectations that values and empowers staff
- Act as BeyondAutism services safeguarding lead ensuring that the highest standards are defined and met

About the role

Service excellence

- Line manage the Heads of Services as well as taking responsibility for leading the recruitment of the team of service delivery and support professionals necessary to deliver our strategy
- Lead service innovation to meet new and emerging needs or to achieve results in new and more effective ways. Set challenging School and Service Improvement Plans to drive change
- Ensure that the services' functions tell their stories and promote their availability powerfully through BeyondAutism's web site, social media and other online outlets
- Embed an outcome reporting mechanism to ensure effective collection and reporting of the impact achieved by our services
- Set, monitor and ensure quality standards for BeyondAutism's services, routinely seeking opportunities to improve quality and consistency
- Ultimately to ensure that our schools and services meet the requirements of our pupils and students ECHPs and that each individual achieves outstanding progress against targets
- Set a culture of reflection and continuous improvement, ensuring that our services are consistently judged as outstanding by the regulatory bodies and our stakeholders
- Work with the Head of HR to ensure that all recruitment aligns with the requirements of Safer Recruitment

Compliance and regulation

Working with the COO:

- Ensure that our regulated activities are fully compliant with all relevant regulations and standards
- Embed a compliance monitoring system that swiftly identifies areas of concern and a process for taking appropriate remedial action
- Through the line management of the Heads of each service ensure that Health & Safety compliance is achieved and that our practice, risk assessments, policies and procedures are fit for purpose
- Work with the Head of Facilities to ensure that the needs of each site are defined and serviced appropriately and that a safe, clean and effective workplace is maintained at all locations

Service development

- Ensure that service self-evaluation processes are robust and that they feed a cycle of improvement and development
- Be the lead senior contact through external audits and inspections
- Ensure that all colleagues in the operational services support fundraisers, including by providing compelling stories and impact measurement information in a timely fashion

Financial stability

- With the CEO and COO, regularly review and evaluate the operational model for each service, ensuring viability and sustainability
- Work with the MarComms team to ensure placement targets are achieved, ensuring the services are successfully managing their role in the new pupil/learner process
- Embed effective monitoring systems to ensure that service expenditure is within budget, and that the Heads of each service are held to account for their delegated budgets
- Work in partnership with the COO to review placement fees, set budgets and to forecast effectively in year

General

- Take responsibility for other duties relevant to the purpose of the role as requested by the CEO
- These responsibilities are subject to review and may be varied in emphasis depending on operational requirements and relative strengths within the Senior Management team

What you will bring to the role

We are ambitious for the future and are looking for a strategic leader who shares our vision, who has integrity, resilience and great energy to work with the CEO and the Board, the senior management team, our staff, and, critically, the children and their families, to continue to drive our success.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Honours degree (second class or above) and/or relevant professional qualification within the field of children's or adult services. QTS 	<ul style="list-style-type: none"> Master's degree in relevant subject BCBA/UK-BA(Cert) NPQH
Experience	<ul style="list-style-type: none"> At least five years experience in a leadership role within schools and/or colleges Demonstrable success in developing and monitoring the implementation of school/college self-evaluation, budgets and operational plans Demonstrable success in implementing change and driving continuous improvements. Experience of introducing or improving pupil progress reporting and/or quality assurance mechanisms Demonstrable experience in managing and developing best practice for safeguarding children and adults at risk 	<ul style="list-style-type: none"> Experience of developing and/or managing multiple sites
Skills	<ul style="list-style-type: none"> Ability to build, lead and play a positive role in a highly cohesive and high performing team based on the principles of trust, mutual respect and empowerment Strong communication skills with the ability to produce concise and persuasive written information as well as to speak powerfully to diverse audiences including the media and at high-level meetings Ability to plan, organise and deliver within clearly defined timescales Ability to lead and manage a team across multiple locations and a growing geographical reach, demonstrating the ability to hold the team to account 	
Specific knowledge	<ul style="list-style-type: none"> Strong understanding of Special Educational Needs and Disability issues, particularly in relation to autistic children and young adults Knowledge of the National Curriculum and requirements for educational delivery from Early Years up to 25 years of age Knowledge of the inspection and regulatory frameworks in which our services operate Good understanding of project management principles and the ability to support colleagues to use them 	<ul style="list-style-type: none"> The application of behaviour analysis within a broad educational/lifelong learning context
Essential personal qualities	<ul style="list-style-type: none"> Able to develop strong working relationships across all staff groups Able to communicate sensitively to wide range of audiences Ability to maintain confidentiality Uses initiative Commitment to high standards of service provision Open and honest approach A commitment to safeguarding and promoting the welfare of children and young adults 	

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.



Hybrid and flexible working

Charity staff have the option of hybrid and flexible working. To be agreed with HR and the department head.



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.



Eye care 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.

Role information

SALARY SCALE:	£79,201 - £86,545
HOURS:	37.5 hours per week
ACCOUNTABLE TO:	CEO
LINE MANAGEMENT RESPONSIBILITIES	Heads of Early Years Head of Park House School Head of Tram House School Head of Post-19 Head of Therapies PA
LOCATION(S):	Hybrid with work in the charity office: 140 Woking Close, London, SW15 5LD. There is an expectation that regular visits are made to all services.
PROBATIONARY PERIOD:	Six months
HOLIDAY:	25 days plus bank holidays (rising a day with each year of service after 2 years to a cap of 28 days). Additionally there is a discretionary office closure between Christmas and New Year.
HOW TO APPLY:	If you're interested in applying for the role, please send your CV and covering letter detailing how you meet the person specification and your interest to recruitment@beyondautism.org.uk . If selected for interview you will be required to fill out a full application form for safer recruitment purposes.

For more information or to arrange an informal chat 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.

How to follow us

