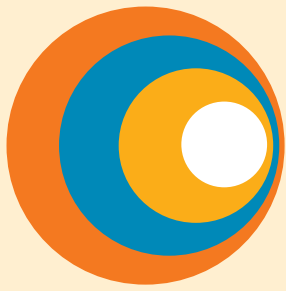




Qualified Teacher

Job Description & Person Specification

October 2025



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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 two schools and 2 Post-19 services 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 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.



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.



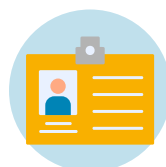
Bicycle loan *

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.

About the role

Main duties and Responsibilities

Teaching Responsibilities

Support the school to:

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

Pupil Progress and Welfare

As delegated by the Head of Tram House:

- Ensure that BeyondAutism Schools meet its statutory obligations for safeguarding and promoting the welfare of all children and young people
- Cooperate and work with relevant agencies to safeguard and protect children and promote their welfare
- Ensure that the individual needs, experience, interests and abilities of each pupil are met and provide the best environment to ensure that each pupil is learning according to a personalised planned curriculum, based on the principles of behaviour analysis and developed in accordance with national standards and assessed needs and capabilities
- Ensure that each pupil is appropriately assessed at each stage of development and that progress is constantly monitored, recorded and evaluated. Ensure that learning and achievement is systematically recorded and is used to plan individual objectives and contribute to the objectives of BeyondAutism Schools as a whole
- Establish an environment of good order and behaviour at BeyondAutism Schools, to allow every pupil to maximise the opportunity to develop to their full potential
- Ensure that the health and care needs of each pupil are assessed and met through effective systems and appropriately trained and qualified staff
- Monitor the welfare of pupils, 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 pupils' welfare
- Ensure that all pupil records and information are stored according to DfE regulations



About the role

School Management

- Support Teaching and Learning Practitioners and Advanced Skills Practitioners to fulfil their responsibilities by providing personal and professional development to support the school development plan.
- Create a climate of support and trust within the school 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 school resources are effectively and efficiently managed to benefit pupils and that BeyondAutism Schools 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.

Curriculum and Assessment Development

- To take responsibility for all aspects of teaching and learning within key areas of responsibility.
- To ensure high quality teaching across the school and particularly in key areas by monitoring, moderating pupil's work, learning and teachers' teaching and planning.
- To work with colleagues to ensure data is used effectively and consistently across the school.
- To support staff in making sure high quality intervention programmes are in place when underachievement is identified.
- To develop and support colleagues in developing schemes of work, short and medium term planning.
- Raise students' aspirations and achievement through personalising learning.
- To ensure the highest standards of achievement for all students, through high expectations and well balanced curriculum of which is up to date and modern meeting the needs of all students.
- Ensure the entitlement of all students to have equal access to and participation in all aspects of the curriculum.

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 of all parental events, e.g. resource making, curriculum information, open days and other events.

Training and professional development

- Liaise with the Behaviour Analysts to ensure that induction and other training results in a well-trained expert school staff group.

The Wider Community

- To be an ambassador for the schools and represent its interests in an official capacity.
- To ensure that the schools 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 pupils' and their families' educational and pastoral needs.
- Maintain and develop inclusion opportunities for BeyondAutism School students.

General

- Other duties as required by the Head of Tram House from time to time.

What you will bring to the role

	Essential	Desirable
Qualifications	• Qualified Teacher Status	
Experience	• Evidence of outstanding teaching • Successful experience of monitoring and evaluating classroom practice and teaching and learning. • Successful experience of working with young people with autism. • Experience of managing and delivering a highly personalised and differentiated curriculum.	• Experience of leading on implementing KS3- KS5 curriculum within a SEN setting. • Experience mentoring trainee teachers in obtaining QTS, including lesson observations and delivering feedback. • Experience of teaching pre-group using the Attention Autism approach. • Experience of Ofsted inspection and school self-evaluation processes. • Successful middle leadership experience in a school setting. • Experience of using ABA and/or VB approach. • Experience of working with a range of associated professionals and external agencies. • Experience of writing, evaluating and implementing whole school policies.
Knowledge and skills	• An understanding of and commitment to child protection and safeguarding issues and legislation and of the relevant school policies and procedures. • A knowledge of the National Curriculum and relevant external accreditation and their application to children and young people with autism. • A knowledge of current educational legislation, policy and guidance. • A knowledge and understanding of measures to assess pupil and student progress at all key stages including baseline assessment, Individual Education Plans and other assessment and accreditation programmes for children and young people with special educational need.	• An understanding of the voluntary, independent or non-maintained sectors.



What you will bring to the role

	Essential	Desirable
	• A knowledge and understanding of how ICT may support student learning and to be ICT literate. • Interpersonal and communication skills to enable successful team working and the development of teaching, support staff and other professionals. • An understanding of and commitment to the value of inclusive practice and the development of independent life skills for children and young people with learning difficulties within and beyond the classroom. • A person of principle, sincerity and integrity who would serve the school with loyalty and commitment.	
Abilities	• To build and lead multi-professional teams and to be an effective team member and co-worker. • Evidence of ability to gain and maintain the confidence and respect of colleagues, parents, trustees, governors and external partners. • To communicate with a range of audiences verbally and in writing. • To work effectively under pressure, plan, prioritise and meet deadlines. • To understand personal strengths and areas for development in self and others and how this knowledge may impact on practice. • The ability to represent, market and be an advocate for the school to external stakeholders.	
Equal opportunities	• A proven commitment to the principles and the practice of the promotion of equality of access and opportunity for all children and adults irrespective of ability, race, gender, gender orientation, religion or class and to the removal of barriers to achieving equal access and to maximising potential.	





SALARY SCALE:	Competitive
HOURS:	37.5 hours per week.
ACCOUNTABLE TO:	Head of Tram House
LOCATION(S):	Tram House School Sixth Form.
PROBATIONARY PERIOD:	Six months
HOLIDAY:	The school year for pupils is approximately 40 weeks. Holiday entitlement will be taken outside the six school half terms as approved by the Trustees and Governing Body. Some working time within school holiday periods may be required.
HOW TO APPLY:	If you're interested in applying for the role, please send your CV and covering letter to recruitment@beyondautism.org.uk. Your cover letter should include: • Why you are interested in applying for this role • How your skills/experience meet the requirements of the person specification If selected for interview you will be required to fill out a full application form for safer recruitment purposes. There will be a 2-stage interview: The first stage will be a remote teams interview. Successful candidates will then be invited to attend a face to face interview.

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.



020 3031 9705

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How to follow us



/beyondautism



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