



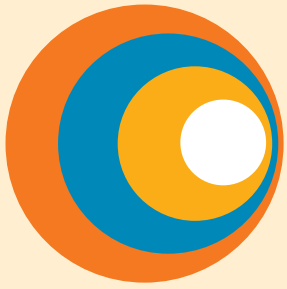
Qualified Teacher, Park House & Tram House School

Job Description & Person Specification

May 2026

 **BeyondAutism**

Reg. Charity No. 1082599
020 3031 9705
beyondautism.org.uk



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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

The Teacher is accountable for educational outcomes within the assigned class through high-quality teaching, curriculum planning, and assessment. The role focuses on instructional delivery and learner progress, partnering with the Class Lead who holds operational class leadership, and working in collaboration as part of a transdisciplinary team.

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

Key accountabilities

- Accountable for educational outcomes, curriculum delivery and teaching quality in the class.
- Accountable for planning, assessment and reporting requirements relevant to the setting and learners.
- Accountable for integrating behaviour and therapy strategies into teaching and routines.
- Accountable for contributing to reviews (for example: annual review inputs) as required.
- Accountable for safeguarding and professional standards.

Main Responsibilities

- Delivery / practice: Teach planned sessions; lead group teaching where appropriate; model high-quality instructional practice.
- Outcomes / planning: Plan curriculum activities; set and review targets; contribute to reporting and assessment evidence.
- Collaboration / transdisciplinary working: Work with Behaviour Analyst, Therapists, and Class Lead to ensure joined-up delivery; contribute to transdisciplinary planning.
- Leadership / supervision: Provide instructional guidance and coaching within competence; participate in team planning led by Class Lead.
- Quality assurance / documentation: Maintain required teaching records and documentation; contribute to audits/reviews.
- Safeguarding / compliance: Maintain safeguarding vigilance and safe practice.

Decision-making authority

- Can make teaching and curriculum decisions within professional scope; can propose adaptations to class timetable and delivery for learning needs; escalates operational barriers and staffing issues via Class Lead.

Training and Development, and Progression criteria

- Maintain relevant teaching CPD and standards.
- Progression criteria: strong learner progress, high-quality teaching practice, effective collaboration and reliability.
- Progression route: Class Lead pathway and broader teaching leadership routes (if adopted).



What you will bring to the role

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> UK recognised Qualified Teacher Status (or equivalent as required) 	
Experience	<ul style="list-style-type: none"> Experience in SEND/autism setting Strong planning and assessment practice Strong collaboration skills. Successful experience of monitoring and evaluating classroom practice and teaching and learning. Successful experience of working with young people with autism. 	<ul style="list-style-type: none"> Experience working within a transdisciplinary setting Evidence of coaching/mentoring others. Experience of teaching pre-group using the Attention Autism approach Successful middle leadership experience in a school setting Experience of managing and delivering a highly personalised and differentiated curriculum. 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	<ul style="list-style-type: none"> 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 needs. 	<ul style="list-style-type: none"> Ability to work with 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.



What you will bring to the role

	Essential	Desirable
	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • To work effectively under pressure, plan, prioritise and meet deadlines. • To communicate with a range of audiences verbally and in writing. 	
Other Requirements	<ul style="list-style-type: none"> • Enhanced DBS • Compliance with organisational policies • Attendance at mandatory training. 	





SALARY SCALE:	M1 - M6
HOURS:	37.5 hours, Monday to Friday 8:30am to 5:00pm, with one hour lunch break. Occasional evening meetings or events outside normal working hours may also be necessary.
ACCOUNTABLE TO:	Class Lead and Head Teacher/Teaching Lead
LOCATION(S):	Full Time Onsite
PROBATIONARY PERIOD:	Six months
HOLIDAY:	This is a term-time only role. Annual leave is incorporated into the salary and must be taken during school holiday periods. The role is not entitled to take leave during term time, unless in exceptional circumstances and with prior agreement.
HOW TO APPLY:	<p>If you're interested in applying for the role, please send your CV and covering letter to recruitment@beyondautism.org.uk.</p> <p>Your cover letter should include:</p> <ul style="list-style-type: none"> • Why you are interested in applying for this role • How your skills/experience meet the requirements of the person specification <p>If selected for interview you will be required to fill out a full application form for safer recruitment purposes.</p> <p>There will be a 2-stage interview:</p> <p>The first stage will be a remote teams interview. Successful candidates will then be invited to attend a face to face interview.</p>

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

recruitment@beyondautism.org.uk
 Gatehouse by Spacemade
 1 Armoury Way London, SW18 1TH

How to follow us



/beyondautism



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