



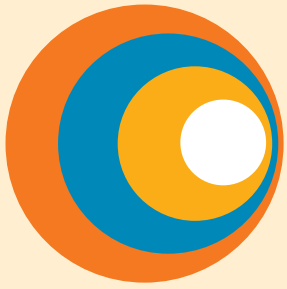
Therapist / OT / SaLT - Park House School, Tram House School, Sixth Form & Post-19

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 Therapist delivers specialist assessment and intervention to support learner communication, sensory, motor, and independence outcomes. The role works within a transdisciplinary model, working in collaboration as part of a transdisciplinary team to ensure therapy expertise is embedded in classroom practice. Operationally, the therapist is accountable to the Class Lead for day-to-day delivery within the class, while clinical governance and professional standards are maintained through professional supervision arrangements.

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 clinical assessment, intervention planning and therapy outcomes.
- Accountable for integrating therapy strategies into daily classroom delivery and supporting staff to implement approaches.
- Accountable for high-quality clinical records, reports and professional compliance.
- Accountable for contribution to annual reviews/transitions as required. Accountable for safeguarding and risk awareness in practice.

Main Responsibilities

- Delivery / practice: Deliver individual and group therapy; coach staff on strategies; support focused provision.
- Outcomes / planning: Assess needs; develop therapy programmes; provide recommendations and reports; support transitions.
- Collaboration / transdisciplinary working: Attend meetings; work with teachers and BAs; contribute to shared planning.
- Leadership / supervision: Band 6/7 roles may supervise junior staff and therapy assistants as required.
- Quality assurance / documentation: Maintain records; contribute to audits/service development.
- Safeguarding / compliance: Follow safeguarding and health and safety requirements.

Decision-making authority

- Can make clinical decisions within scope and professional standards; can recommend adjustments to class practice; escalates operational barriers and risks via Class Lead and clinical escalation route.

Training and Development, and Progression criteria

- Maintain CPD and supervision requirements (role dependent).
- Progression: Band 5 to Band 6 to Band 7 via competence, caseload complexity, supervision contribution, and leadership in service development.



What you will bring to the role

| | Essential | Desirable |
|-----------------------------|---|---|
| Qualifications | <ul style="list-style-type: none"> • Recognised OT / SaLT qualification • HCPC registration (and RCSLT membership for SaLT) | <ul style="list-style-type: none"> • Evidence of CPD and relevant post qualification training e.g. Zones of Regulation • Member of relevant Clinical Excellence Network (CEN) Sensory Integration training |
| Experience | <ul style="list-style-type: none"> • Experience with autistic learners. • Strong assessment and communication skills. • Experience working with autistic children and young people • Experience of using formal and informal assessment tools • Experience of working in an interdisciplinary team | <ul style="list-style-type: none"> • AAC experience • Interdisciplinary teamwork • Training delivery • Service development contributions. • Evidence of CPD • Evidence of providing advice, training/workshops to parents and carers • Experience of working with Teaching and Learning practitioners • Experience of caseload management |
| 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. • Ability to be flexible in provision of therapy sessions due to nature of learner's needs • Flexible working across settings • Knowledge of a range of therapeutic approaches | <ul style="list-style-type: none"> • Knowledge of what to consider when making differential diagnosis • Knowledge of outcome measures • Knowledge of EHCP's and developing IEP's/annual review reports. |



What you will bring to the role

| | Essential | Desirable |
|---------------------------|---|-----------|
| | <ul style="list-style-type: none"> • Knowledge of relevant assessment tools • Knowledge of a range of approaches to assessment, intervention and outcomes relevant to autistic children and young people • Knowledge of current policies relating to health, social care and education • Knowledge of clinical governance • Awareness of evidence based practice relevant to autistic children and young people • Knowledge of standards of record keeping • Knowledge of Safeguarding policies and procedures • Knowledge of child development • Knowledge of Occupational Therapy theory and practice relevant to working with children with special needs and their families • Experience of goal setting and clinical progress report writing | |
| Other Requirements | <ul style="list-style-type: none"> • Enhanced DBS • Professional registration maintained • Participation in clinical governance and supervision. • Attendance at mandatory training. | |





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|-----------------------------|---|
| SALARY SCALE: | NHS Band 5 – NHS Band 7 |
| HOURS: | 37.5 hours, Monday to Friday 8:45 to 16:45, with 30-minute lunch break Occasional evening meetings or events outside normal working hours may also be necessary. |
| ACCOUNTABLE TO: | Class Lead and professional clinical supervision within therapy governance |
| LOCATION(S): | Full Time Onsite |
| PROBATIONARY PERIOD: | Sixth months (where applicable) |
| HOLIDAY: | 25 days annual leave plus bank holidays, increasing by one additional day per year after two years of service, up to a maximum of 28 days after 5 years. Holidays must be taken during school holiday periods. Entitlement is pro rata for part-time staff. |
| 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

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1 Armoury Way London, SW18 1TH

How to follow us



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