



Senior Teacher

Job Description and Person Specification
September 2026

About BeyondAutism

Our vision

A world where every autistic learner belongs, succeeds and shapes their own future.

Our mission

To ensure every autistic child and young adult accesses the education and support they need to belong, succeed, and lead lives full of opportunity, choice and independence.

Founded by parents in 2000, we provide a continuum of support from Early Years through Post-19, alongside outreach, training, and our pioneering BeyondAutism Fast Responder service. We combine direct education for children with the most complex needs with national training, resources, and policy influence – creating a blueprint for inclusion that can be scaled across the country.

At the heart of our approach is a deep understanding of behaviour – recognising it as communication and as a reflection of environment and need. Too often, scientific principles have been misapplied in ways that prioritise compliance over the individual's voice. We reject any practice that seeks to suppress identity; instead, we celebrate individuality and apply behaviour analysis in a positive, ethical, and person-centred way – supporting choice, independence, and outcomes that enhance quality of life.

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 understanding 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 Senior Teacher holds strategic and operational responsibility for the quality of teaching, the curriculum, and pastoral care across their provision (Secondary, Sixth Form, or Post-19).

Working as a key member of the Senior Leadership Team (SLT), the postholder leads on lesson standards, schemes of work, and timetabling, holds oversight of Annual Reviews and statutory learner records, acts within the safeguarding team structure as attendance champion, and supervises and develops teaching colleagues to secure high standards of individualised, evidence-based education for autistic children and young adults with complex needs.

Key accountabilities

Teaching & Curriculum Leadership

Accountable for lesson standards, schemes of work, and the whole school timetable, setting and quality-assuring the standard of teaching across provisions.

Learner Progress and Quality Assurance

Accountable for the triangulation of practice and paperwork, and for oversight of Annual Review documentation, IEP targets, and progress data in partnership with Class Leads, consultants, and the Senior Therapist.

Safeguarding and Statutory Compliance

Responsible for acting within the safeguarding team framework (including Deputy Designated Safeguarding Lead duties where required), for the safeguarding and attendance report, and for the secure transfer of statutory learner records.

People Leadership and Development

Accountable for the supervision, coaching, and training of teaching colleagues, and for tracking that required observations and training are completed.

Accreditation and Enrichment

Accountable for learner qualifications and accreditation routes (e.g. ASDAN and AQA) and for the coordination of special events across the school.

Roles and responsibilities

Teaching, Curriculum and Quality of Practice

- Lead on lesson standards across provisions, setting clear expectations and quality-assuring teaching practice.
- Develop, review, and embed schemes of work with class leads, ensuring coverage, progression, and appropriate differentiation for learners with complex needs.
- Produce and maintain the whole school timetable, working with class leads, therapy, and behaviour colleagues to align teaching, therapy, and group provision.
- Complete teaching observations, learning snapshots, and peer observations, providing developmental feedback to class teams.
- Lead the triangulation of practice and paperwork, ensuring that what is recorded reflects what is delivered.
- Oversee learner qualifications and accreditation routes (e.g. ASDAN/AQA), liaising with awarding bodies and coordinating entries and evidence.
- Ensure protocols for teaching, resources and journals are understood and applied consistently.

Learner Progress and Annual Reviews

- Coordinate Annual Review dates and maintain the review schedule with admin and PA support.
- Hold oversight of Annual Review paperwork and journals completed by class leads, ensuring statutory deadlines and quality standards are met.
- Support the PA in liaison with local authority caseworkers, resolving queries on EHCP documentation and review outcomes.
- Contribute to IEP reviews alongside consultants and the Senior Therapist, ensuring targets are specific, measurable, and transdisciplinary.
- Support PAG data collection, data drops, and baseline assessment cycles, using outcomes to inform curriculum and intervention planning.
- Check that required observations and training are being completed, escalating gaps to the Heads.

Safeguarding, Attendance and Statutory Records

- Act as a core member of the safeguarding structure (e.g. DDSL duties as appointed), adhering strictly to KCSIE and organisational policies.
- Lead internal safeguarding meetings and produce the safeguarding and attendance report for the Heads and SMT.
- Act as attendance champion, monitoring patterns, working with class leads and families, and reporting to the local authority as required.
- Manage CPOMS user access and ensure safeguarding records are accurate, timely, and appropriately escalated.

Roles and responsibilities

Safeguarding, Attendance and Statutory Records (continued)

- Oversee the transfer and receipt of CTF and CPOMS data and the tracking of leavers' information with admin and admissions colleagues.
- Deliver induction safeguarding training and contribute to the maintenance of the safeguarding question bank used with staff.

Leadership, Supervision and Staff Development

- Provide direct line management, supervision, and coaching to designated teaching colleagues as required.
- Track and schedule statutory and role-specific training, including Level 3 safeguarding, with HR and external providers.
- Support induction processes for new members of the team, including induction introductions alongside the wider senior team.
- Design and deliver training on Annual Reviews, teaching practice, and curriculum expectations for class leads and class teams.
- Participate in and oversee 1:1 meetings, appraisals, and probation reviews for teaching staff as required.
- Maintain personal qualifications and continuing professional development in line with statutory teaching requirements.

Communication, Operations and Resources

- Maintain open, transparent, and effective communication channels with parents, local authorities, and multi-agency external partners.
- Contribute to Monday and Friday briefings, cascading key messages to staff teams.
- Participate in SLT duties including recruitment meetings, interviews, candidate play sessions, policy review, and the ordering of resources.
- Coordinate special events across the school with class leads, class teams, admin, and facilities colleagues.
- Support the Heads with agency feedback, handovers, and staffing information for class teams.
- Participate in school operational rotas, such as scheduled mealtime and break support.

Person specification

	Essential	Desirable
Education and qualifications	• Qualified Teacher Status (QTS) or QTLS • Degree or equivalent qualification in a relevant subject • Evidence of post-qualification training in autism and complex needs • Level 3 safeguarding training, or willingness to complete this on appointment	• National Award for SEN Coordination (NASENCo) or equivalent • Recognised middle or senior leadership qualification or programme (e.g. NPQ) • Accredited training in an evidence-based approach to autism education (e.g. ABA/VB, PECS, AAC)
Knowledge, experience, and technical skills	• Substantial teaching experience with autistic children and young people with complex needs • Proven experience of leading curriculum, schemes of work, and timetabling across a school or provision • Experience of quality-assuring teaching through observation, feedback, and coaching • Experience of the EHCP and Annual Review process, including statutory paperwork and local authority liaison • Experience of using assessment and progress data (baselines, data drops, IEP targets) to improve outcomes • Strong working knowledge of KCSIE, safeguarding procedures, and record-keeping systems such as CPOMS • Comprehensive understanding of current SEND and education legislation, including EHCP frameworks • Experience of designing and delivering training and coaching to staff and families	• Experience of integrated practice alongside Behaviour Analysts and therapists • Experience of accreditation routes such as ASDAN or equivalent • Experience across more than one key stage or in multi-site educational settings • Experience of DDSL or DSL duties
Personal qualities	• Ability to work independently, prioritise complex workloads, and manage time across multi-provision settings • Highly developed written, verbal, and non-verbal communication skills • Capability to build high-trust collaborative relationships with staff, families, local authorities, and multi-agency teams • Strong analytical and problem-solving skills with a proactive approach to resolving conflict • Exceptional professional integrity, emotional resilience, and adaptability in dynamic special education environments	• Proven ability to inspire, motivate, and mentor teaching and non-teaching team members

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, 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.

Job information

SALARY SCALE:	£59,650 - £64,684
CONTRACT TYPE:	Full time, term time only
HOURS:	37.5 hours per week, Monday to Friday 8:45am to 4:45pm Occasional evening meetings or events outside normal working hours may also be necessary.
LINE MANAGER:	Head of Service
LOCATION(S):	Tram House School , 520 Garratt Lane, London, SW17 0NY Tram House Sixth Form , 140 Woking Close, London, SW15 5LD BeyondAutism Post-19 , 14 Enterprise Way, London, SW18 1FZ
PROBATIONARY PERIOD:	Four months (where applicable)
HOW TO APPLY:	Please send your CV and covering letter to 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.



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