

Teaching and Learning Mentor

Job Description and Person Specification

2026/27

Salary	Hours	Location
£22,222 - £24,032 per annum	**35 hours per week**	**BeyondAutism Post-19, SW18 1FZ**

BeyondAutism

beyondautism.org.uk
Registered Charity No. 1082599

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

As a Teaching and Learning Mentor you will be supporting autistic young adults aged 19-25, delivering outstanding education that helps them access the education and support they need to belong, succeed, and lead lives full of opportunity, choice and independence.

You will develop the communication, independence and daily living skills of your learner making a direct impact on the quality of life for that person.

Under the supervision of a Class Lead, you will be working as part of an experienced interdisciplinary team committed to living the vision and values of the organisation.

Roles and responsibilities

Key tasks

- To work in a team providing behaviour analysis instruction to a young adult with autism and related communication disorders.
- To support a young adult out in the local community, including developing skills to use public transport, developing social and communication skills, promoting independence and encouraging personal interests.
- To analyse students' behaviour to allow for a function of the behaviour to be identified and to deal with the behaviour where appropriate in a calm and professional manner and in accordance with individual student behaviour plans, risk assessments and BeyondAutism policy. This may include the use of positive handling techniques (Team Teach).
- To ensure that individual and class timetables are adhered to at all times.
- To be flexible and willing to follow any variations in staff timetabling and student cover, including last minute changes implemented when necessary.
- To collect and record clear data on all programmes, including accurate analysis and recording of sequence-analysis-data (Antecedent-Behaviour-Consequence).
- To provide intimate care (e.g. toileting, medication and support with feeding) for students in the hub and whilst in the community as required.
- To supervise and support students on activities and trips, including swimming.
- To be responsible for the safeguarding and health and safety of students in the hub and whilst in the community, including the maintaining of a safe environment, following and implementing relevant policies and risk assessments as appropriate.
- To graph daily and weekly progress accurately.

- To monitor and maintain your clipboards and programme folders, ensuring they are kept up to date and ready for an unfamiliar Mentor.
- To ensure the production, organisation and maintenance of curricular and teaching materials are age appropriate, functional and relevant to your learner.
- To inform your Behaviour Analyst of 2-week flatlines on programmes within your folder so that progress can be monitored and teaching procedures amended where applicable.
- To complete the home-communication book daily in accordance with relevant policy and ensure good home-school communication.
- To actively participate in staff meetings, training and performance competencies on a regular basis.
- To undertake appropriate professional development on a range of relevant issues as agreed.
- To play an active role in your own training and progression in understanding and your ability to apply the principles and procedures of behaviour analysis.

Additional / general

- Safeguarding the security, safety and wellbeing of students at all times, including in the hub and out in the community reporting any concerns in accordance with the Safeguarding Policy.
- To monitor general health and safety, rectifying any concerns or reporting to Health and Safety Officer / Site Manager as needed.
- To understand, adhere to and actively implement all the policies and procedures of BeyondAutism at all times.
- To actively participate in staff meetings and staff training sessions.
- To develop knowledge of autism including the impact upon individuals and families and to demonstrate a thorough knowledge of behaviour analysis procedures and practice.
- To represent the charity at organised charity events and contribute to the organisation and running of the event when needed / out of hours on a voluntary basis.
- To undertake additional tasks as directed by the Behaviour Analyst.
- To operate and comply with the provisions of the Data Protection Act 1998 and relevant BeyondAutism policies during the course of undertaking the role.

Person specification

	Essential	Desirable
Education and qualifications	• Educated to GCSE Level or recognised child care qualification	• Psychology Degree (honours)
Experience, knowledge and skills	• Experience of working with young adults with Special Educational Needs including autism • Experience of supporting young adults out in the community • Good standard of literacy and numeracy • Willingness to learn new methods of teaching autistic young adults • Understanding of and commitment to equality of opportunity within an inner-city, special needs environment • Commitment to undertaking further training and professional development • Demonstrable interest in education	• Experience of behaviour analysis • Experience of working in a school or other educational setting • Training or qualifications related to teaching young adults with SEND
Personal attributes	• Ability to work in a pressured environment • Ability to work independently with minimal support • Ability to work as a member of a team • Professional attitude, including professional dress code • Good communication and interpersonal skills, ability to communicate effectively with students, parents and staff • The ability to establish a rapport with people (including students, parents, staff and managers) • The ability to demonstrate tact and diplomacy • Understanding of and commitment to the BeyondAutism Safeguarding Policies for adults and children • Physically and emotionally resilient in order to work with autistic young adults who may present with behaviours that challenge • Passionate and committed to the skill development of students and a determination to ensure every student receives the best education possible • Patient, a calm demeanour and an empathetic nature • Ability to follow directions and implement training received in a timely manner • A positive attitude towards the science of behaviour analysis and its use within the service	• Work experience in a high-pressure service-based setting • Passion for understanding behaviour

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:	£22,222 per annum during the probationary period, £23,108 per annum upon successful completion of probation and confirmation in post, £24,032 per annum subject to satisfactory performance and a successful annual appraisal, in line with the school's appraisal cycle (September to August)
CONTRACT TYPE:	Full time, term-time only
HOURS:	35 hours per week
LINE MANAGER:	Class Lead
LOCATION(S):	**BeyondAutism Post-19**, 14 Enterprise Way, London, SW18 1FZ
PROBATIONARY PERIOD:	Four months (16 working weeks)
HOW TO APPLY:	Please apply online at **beyondautism.career-portal.co.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.