



Behaviour Analyst

Recruitment Pack, October 2019



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Introduction from Tracey Capstick Interim Head of School

May I take this opportunity to thank you for expressing an interest in applying for the position of Behaviour Analyst/Consultant at TreeHouse School part of Ambitious about Autism. This is an exciting time to join our school as we embark on launching our Ambitious Approach. The Behaviour team work collaboratively, as part of our trans disciplinary team, helping to make the ordinary possible and improve the quality of life for our learners.

Our mission is to continue providing our pupils and families high quality, specialist teaching, learning, underpinned by our behavioural approach needed to improve the life chances of those we work with together.

TreeHouse School is a non-maintained special school for pupils and young people from Early Years to Post-16 who have a diagnosis of autism. Founded in 1997 by a group of parents, the school recently celebrated its 21st anniversary and continues to be innovative in meeting the needs of its pupils. We support 87 pupils aged 4-19 supported by over 140 members of staff. TreeHouse School maintained its Outstanding Ofsted rating in December 2017.

TreeHouse School is committed to providing the high quality, specialist teaching, learning and support needed to improve the life chances of children and young people with Autism. As part of the charity Ambitious about Autism, TreeHouse School strives to make the ordinary possible and enhance the quality of life of its pupils.

We are very proud of our school and our pupils' achievements. Our 'Outstanding' judgements from Ofsted quoting "The school's culture puts no ceiling on pupils' reflects our efforts and commitment to make the everyday possible for our pupils. To continue our development, we need collaborative individuals that thrive in challenging environments working as part of a robust team.

I hope that you will find our mission and this opportunity exciting and compelling and will consider joining our team.

Above all, you will share an absolute commitment to our mission and values.

This position is both exciting and significant and I hope very much that you will consider this opportunity to contribute to our future and the lives of children and young people with autism.



About Autism

Ambitious about Autism is committed to making the ordinary possible for children and young people with autism.

- **Autism is a lifelong developmental disability which affects 1 in 100 people in the UK. It affects the way a person communicates and how they experience the world around them.**
- **Children with autism face many barriers: these include a lack of understanding of their needs and how to meet them, a lack of good quality services and opportunities to have their views taken into account.**

As a result:

- 4 in 10 children with autism have been excluded from school and 40% are bullied.
- Only 16% of people with autism work full-time and 90% remain dependant on their families for the rest of their lives.
- Many families struggle to support their child and live in poverty and feel isolated.

This must be addressed with urgency if we are to stop the wasted opportunities for these children, their families and our society.



Our Vision, Mission & Values

Our History

Ambitious about Autism is the national charity for children and young people with autism.

The charity was established in 1997 by a group of families of children with autism concerned at the lack of appropriate provision for their children. They set out to establish a school that would support their children to learn, thrive and achieve positive outcomes. Following a major capital fundraising campaign and a series of temporary locations and premises, the school and the charity moved into purpose-built accommodation in 2008, together creating the Pears National Centre for Autism Education. Since then the charity has grown its education services, opening both Ambitious College and The Rise School in 2014, and extended its national influencing and enabling activities.

The Ambitious about Autism Schools Trust was set up to support the development of free schools and operates The Rise School.

Our vision

A world where the ordinary is the everyday experience of children and young people with autism.

Our mission

Our ambition is to make the ordinary possible for children and young people with autism.

Our values

Children and young people with autism are at the centre of all that we do: their well-being and safety is our number one priority.

To achieve this:

➤ **We are ambitious**

We invest in our people and aim high to make sure our work has the biggest impact for children and young people with autism and their families.

➤ **We value difference**

We know that creating equal opportunity does not mean one size fits all. We aim to make ourselves accessible to children and young people with autism across the spectrum, from all communities and backgrounds.



➤ **We are team players**

Collaboratively working and building strong partnerships are essential if we are to make the ordinary possible for children and young people with autism.

➤ **We are open**

We strive to be open – open to new ideas, open in how we work and open in how we make decisions.

➤ **We are experts**

We respect and develop the expertise of our talented staff and make sure that we are evidence-based, rigorous and accountable in everything that we do.

Our Aims

1. **More and better services** that meet the needs of children and young people with autism effectively
2. **Greater awareness and understanding of the needs** of children with autism and how best to meet these needs
3. **Policy at national and local level** that take into account the needs of children and young people with autism
4. **Ambitious about Autism has the capacity** to deliver its strategy.

Our Services

Ambitious about Autism is focused on developing innovative service models that demonstrate excellent outcomes for young people and are replicable and sustainable. We are committed to creating pathways to enable young people to live a fulfilling life as part of their community.

School years: TreeHouse School is a non-maintained special school for pupils aged 4 to 19 with autism. Established in 1997, the school has an Outstanding Ofsted rating and is well known for its pioneering evidence-based approach. The charity set up a multi-academy trust, Ambitious about Autism Schools Trust, which developed and launched its first free school, The Rise School in September 2014.



College years: Ambitious about Autism runs Ambitious College, which opened in September 2014. This is London's only registered Specialist College dedicated to educating and training young people with complex autism aged 16-25 years. The college is now based on two permanent campuses co-located and in partnership with mainstream further education colleges.

Capacity building for families and professionals: Ambitious about Autism continues to provide training and support to enable families and professionals to support children and young people with autism, a strategic partner of the Autism Education Trust (AET) and the Training Hub for London for school and Post 16 services.

Our research work

Ambitious about Autism works directly and in partnership to increase understanding of the needs of children and young people with autism and how they can be met. We do this by carrying out, commissioning and collaborating on research projects. The charity continues to work as a founding partner with the Institute of Education on the work of the Centre for Research into Autism and Education. We also work with Bangor University and Warwick University to evaluate the effectiveness of our work and to build the evidence base for autism education.

Our awareness raising activities

Building awareness and understanding of autism and the work we do to support children and young people with autism is critical to our ongoing success. We communicate with and involve children and young people, parents and carers, the children's workforce, decision makers and influencers to support the delivery of our mission. Ambitious about Autism is growing and developing its online community; Talk about Autism, to provide support and as a means to engage the autism community in our policy and influencing work.

Our policy and participation work

Our policy work is evidence-based and focuses on influencing the policies and practices of both local and central government. Ambitious about Autism works to respond to policy developments and to proactively campaign on the issues that matter to children and young people with autism and their families. We have developed and grown our participation work and we provide platforms for young people and parents to share their experiences directly with policy and decision-makers. We also use our experience as a service provider to inform policy and practice.

For further information about our work, please see www.ambitiousaboutautism.org.uk



Job Description

Job Title	Behaviour Analyst	Team	TreeHouse School
Job Band	Band 6	Reporting to	Senior Behaviour Analyst
Hours	37.5 Hours	Line Manages	N/A

Role Purpose

To apply behavioural analysis at a whole school, class and individual level to improve outcomes for young people.

Key Accountabilities:

- Conduct functional assessments and write, review and update behaviour support plans.
- Conduct yearly assessments (e.g., VB-MAPP, EFL) to inform skill acquisition targets and assess progress towards skill development.
- Contribute to the writing and review of Positive Handling Plans for pupils, ensuring that the use of restrictive physical intervention is reasonable, proportionate and absolutely necessary, and that all non-physical techniques are integrated into these plans to support behaviour management in the most holistic way possible, including plans to fade systematically and appropriately.
- Work closely with families and other stakeholders supporting pupils to provide a truly person-centred approach of supporting behaviour management and academic progress.
- Work closely with pupils across the school, which may include personal care.
- Ensure that for all pupils, appropriate means of assessing pupils' autonomy, voice, and choices are used and embedded throughout all work and strategies put in place for the individual.
- In liaison with the SEND officer and SLT, support with the review of annual review reports in accordance with the TreeHouse School assessment cycle and Annual Review process.
- In partnership with the TDT, analyse pupil progress data to identify trends or patterns in learning and behaviour and ensure that effective interventions are put in place to narrow the gaps between baseline and target performance.
- Ensure that individual pupil Health Care Plans are known, followed, reviewed and updated for children in caseload.



Ambitious Approach

- Actively contribute to efficient, integrated support. This involves working closely with other professionals to pool and build upon knowledge, skills and resources across disciplines
- Work across discipline boundaries, blending multiple perspectives and expertise
- When working as the lead interventionist:
 - Facilitate and promote discussion among team members to ensure alignment of strategies
 - Encourage discussion to identify recommendations that promote the integration of services.
 - Foster sharing and learning across disciplines
 - Receive coaching and support from other professionals
 - Integrate differing approaches into assessment and intervention plans
- When supporting the lead interventionist
 - Provide profession specific advice
 - Provide coaching and support based on own professional expertise
- Keep contributions within own area of expertise and qualifications - do not challenge the advice of professionals from different disciplines - they are not qualified to appraise the skills and knowledge from other disciplines.

Further Responsibilities

- Demonstrate the vision and values of THS and AAA in everyday work and practice, upholding the school ethos of challenge and support where all pupils can reach their full potential and maximise their engagement in learning.
- Contribute to the shared culture of excellence and capacity building that promotes inclusion and maximises learning and achievement of pupils and colleagues.
- Treat all members of the school and charity community fairly, with dignity and respect, contributing to the positive school ethos and culture.
- Ensure that your own practice is consistent with THS and AAA organisation policies and procedures and for keeping abreast of any changes to these e.g. through reading updated policies or participating in CPD and staff training.
- Ensure that your own responsibilities and accountabilities are clearly defined and understood and for managing your work and working proactively with your manager to that end.
- Uphold THS and AAA policies to protect and safeguard pupils and vulnerable adults in order to secure their health, safety and wellbeing.
- Ensure that your personal use of resources is efficient and effective and actively upholds THS and AAA Health and Safety and Expenditure policies.
- Assume personal responsibility for implementing the organisation's policy on Equal Opportunities and inclusion for all staff and pupils.
- Carry out any such duties as may be reasonably required by the Interim Head of school.



Person Specification

Role and Band Competencies	Essential
Education Levels & Qualifications	
1. Relevant first degree e.g. in Psychology	X
2. MSc in ABA/PBS or related field	X
3. Board Certified Behaviour Analyst or working towards BCBA qualification	X
Specific Knowledge, Experience & Technical Skills	
4. Extensive experience working as an ABA/PBS consultant and/or directing ABA/PBS provision for children / young people with autism across the age range of 3 – 19 and across different contexts	X
5. Able to demonstrate excellent ABA/PBS practice and able to translate this into excellent programming for children with autism	X
6. Able to demonstrate advanced training in data collection and analysis and to able to apply this to various settings	X
7. Extensive theoretical and technological experience of ABA/PBS	X
8. Experience of providing high quality ABA/PBS training to a range of audiences	X
9. Experience of supervising ABA/PBS practitioners	X
10. Understanding of the National Curriculum framework and how this translates into teaching and learning for children	X
11. Able to demonstrate an understanding and personal commitment to safeguarding and promoting the welfare of children and young people	X
12. Experience of line managing and performance managing staff	X
13. Experience of implementing ABA/PBS principles within adult service settings	X
14. Experience of programming for life and vocational skills	X
15. Knowledge and experience of School Wide Positive Behavioural Support and Active Support	X
Personal Attributes	
16. Excellent communication skills both written and verbal. Ability to write concise programmes and reports	X
17. Excellent organisational skills able to balance conflicting priorities	X
18. Excellent presentation skills	X
19. Excellent interpersonal skills	X
20. Great team worker able to demonstrate the ability to work as part of a TDT team	X
21. IT literate	X
22. Physically and emotionally resilient in order to work with children and young adults with autism who may display challenging behaviour	X
23. Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.	X
24. Good appreciation of health and safety in the workplace, data protection principles and equal opportunities.	X



Training & Development

Training and Development

We are committed to investing in our people and their talent. We make sure every single person is clear about their role, and has the tools, knowledge and learning they need to perform well and make a difference.

TreeHouse School aims to empower staff to take ownership of their own development with support from their managers and the organisation as a whole. From the day you join us, we'll give you access thorough induction to e-learning tools, training courses, professional qualifications and coaching. We'll help you find out where your career could take you by creating a personal development plan. This will focus on the learning you need to do your job well, and tailors your long term development so that you can achieve your career goals.

We want you to have the confidence to make the most of every opportunity. So, whatever you want to do, and however you want to learn, we'll help you take your career to the next level.

All our staff are provided with a comprehensive core and role specific induction with internal and external courses offered for technical or specialist training for skills that staff require for their job.

Examples of our CPD opportunities include the following:

Programmes leading to a Professional and Academic Qualification

TreeHouse School is committed to the ABA/PBS Competency framework for all staff and is exploring other CPD opportunities in order to grow our own talent.

Training to meet legal requirements

This includes safeguarding training, health and safety training including Team Teach, fire safety and evacuation procedures, data protection and equality and diversity training.

Coaching and Mentoring

Ambitious about Autism encourages line managers to provide coaching and mentoring support for staff who are undergoing CPD.

Professional Memberships

Ambitious about Autism will reimburse staff the cost of professional membership fees that are required for their role in line with our Staff Expenses Policy.