



## Assistant Psychologist

Location: Vanguard School, Lambeth, London  
Basis: 35 hours per week; 52 weeks per year  
Salary: Range £27,720 to £31,078 per annum  
Plus: Plus London Weighting

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### About Us

The Liberty Academy Trust is an education charity established in 2022. Our purpose is to deliver an education for our children that meets their needs, aspirations, and interests, and which prepares them well for adulthood. Our values of courage, determination and teamwork are the key drivers to bring about positive change, so that all our children and young people can be successful now and, in their future, lives.



We are currently a small Trust of three academies, with plans to grow so that our reach and impact can extend further. Committed to providing an excellent education for autistic children and young people, our approach is to support the whole child, offering a balance of personalised teaching and therapeutic support as standard.



The Vanguard school in Lambeth opened in 2020 and provides a curriculum for students from across the spectrum who have a range of learning needs. The school provides opportunities for the development of a wide range of independent living skills, focusing on community inclusion.



Thank you for your interest in this role at Vanguard School, within Liberty Academy Trust. This is a hugely exciting time for our family of academies as we seek to grow and extend our reach so that we can make a real difference to the lives and life chances of children – and particularly those who are autistic – so they receive the educational opportunity they deserve.

The Trust currently has three academies based in the local areas of Cheshire East, Reading and Kennington; all of which are at different stages of development. We are clear on the importance of achieving long-term sustainability for our academies.

Our vision is to lead through moral purpose, whilst taking advantage of collaborative opportunities and partnership work, to secure an excellent educational offer for our children and young people. Employees within the Trust belong to a community of professionals and benefit from an increasingly wide range of networks and development opportunities across the Trust, which will increase further as we grow.

With high expectations for staff and pupils alike, those we recruit can demonstrate that they share our values, are highly motivated to work with colleagues to continuously develop their skills, pursue professional excellence, and are committed to providing the highest standards.

If you see yourself in that description, then we would be delighted to receive your application.

Dr Nic Crossley, Chief Executive

## The Opportunity

As a Assistant Psychologist, you will be able to help us transform the lives of autistic children and young people by being part of our exceptional education offer. You will assist in the planning and delivery of the school's universal, targeted and specialist tiers of therapeutic provision. To work with our teaching and support staff to provide the highest standards of support in assisting children to achieve their maximum potential.

You will have a relevant qualification, previous experience and knowledge of behaviour management interventions relating to challenging behaviour. Be a great communicator who is adept at building effective relationships, but above all, you will have an enthusiasm for helping people with autism to thrive.

Our success depends on our skilled and dedicated staff. We offer a competitive salary, as well as a range of benefits and a focus on staff well-being. More importantly, we offer the opportunity to play a part in highly rewarding work, as part of an ambitious and supportive team.

# Assistant Psychologist

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## Job Description

### Purpose

Under the direction of the Principal and in liaison with the Trust's wider team, the SENCO will:

- To work as part of the school's Multidisciplinary Team (Psychology, Speech and Language, Occupational Therapy)
- To support the school with the delivery of effective wellbeing and add a psychological understanding to the school's approach to student behaviour
- To support the therapeutic provision, using Assess, Plan, Do Review (APDR)
- Proactively work with other team members, teaching and learning from a therapeutic perspective to support SEMH

### Principal Accountabilities

- Work effectively in collaboration with the Therapeutic Team to plan and deliver support
- Under supervision, complete psychological assessments, formulation and intervention with children and young people aged 12 – 19
- Develop the skills to work directly with pupils in small groups and on an individual basis to deliver targeted therapeutic interventions
- To use assessments, observations, discussions with stakeholders and reviews to inform SEMH target setting
- Develop the skills to observe lessons and provide feedback on adjustments that can support students executive function and learning
- Participate in the weekly Therapy Team meeting
- Participate in clinical supervision and continuous professional development
- Attend Annual Reviews and support administratively i.e. writing up reports
- Coordinate and chair meetings to plan and review intervention programmes
- Assist in training staff on strategies and approaches used to support pupils in order to facilitate and extend their knowledge of autism and therapeutic skills
- Use ADPR cycle to monitor progress and outcomes
- Proactively link with internal and external professionals as required

- Actively model a therapeutic role through maintaining personal and time boundaries, a reflective stance and de-escalation skills; a Team Teach Approach
- Maintain and support accurate records of behaviour management and restrictive practices including physical interventions
- Maintain clear evaluation records to contribute to evidence-based practice to inform the internal Annual Review Process
- Keep up to date with current knowledge and practice in the field of Autism, including neurodiversity affirming practice
- Link proactively with external professions or agencies to share good practice
- Actively support and promote liberty Academy Trust and its policies, particularly those relating to behaviour, wellbeing and engagement

#### Other

- Comply with all Trust policies and procedures at all times; including, but not limited to, Safeguarding, Health and Safety and employment policies.
- Work within the Trust's Equality and Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, confidentiality and conduct; and maintain positive, courteous relations with students, parents and colleagues at all times.
- Engage actively in the appraisal and performance review process, and in relevant continuing professional development.

Job descriptions only reflect around 80% of a role and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role. The job description will be kept under review, and modified from time to time.

All members of the Liberty Academy Trust community are driven by the three core values of courage, determination, and teamwork.

## Person Specification

### Essential

#### Qualifications, Training and Knowledge

1. Degree in Psychology (2:1 or above) with graduate basis for registration
2. Post graduate level qualifications in a relevant field
3. Evidenced interest in and an understanding of autism
4. Knowledge of behaviour management interventions relating to challenging behaviour
5. An understanding of the principles of Health and Safety

#### Skills and Experience

6. Previous experience in a role involving supporting or caring for others (either in a paid or voluntary capacity) with autism and/or learning difficulties
7. Relevant experience of working with complex behavioural needs
8. Possess a strong understanding of child development
9. Ability to communicate effectively and sensitively with different people using a variety of appropriate methods, including a good standard of written and spoken English
10. Ability to analyse incident data
11. Ability to report and record accurately
12. Ability to form and maintain effective working relationships as part of a team
13. Ability to abide by the BPS Code of Ethics and Conduct and assistant psychologists practice guidelines
14. Highly developed IT skills, including proficient use of Microsoft Office applications

#### Personal Qualities and Attributes

15. An enthusiasm for and a positive attitude towards supporting people with autism to lead independent and fulfilling lives
16. An understanding of and commitment to the aims, vision and values of the Liberty Academy Trust and the principles of public life
17. A commitment to equality, diversity and inclusion
18. A patient, caring and supportive nature
19. High degree of professionalism in dealing with sensitive information, maintaining confidentiality where necessary
20. Self-motivated and able to demonstrate initiative when required

21. An ability to work flexibly to adapt to change needs and circumstances
22. Resilience maturity; able to work effectively in challenging situations
23. A demonstrable commitment to continuing professional development

### Desirable

24. Experience of working with people with autistic spectrum disorders
25. An awareness of vulnerable adults and young people’s safeguarding issues and legislation
26. Knowledge of educational practices, policies and expectations, ideally to include in relation to pupils with special educational needs

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### Recruitment Process

Application deadline:	Midnight on 12 <sup>th</sup> July 2025
Interviews:	TBC
Anticipated start date:	As Agreed

The Trust pays full regard to ‘Keeping Children Safe in Education’ guidance 2024. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including volunteers and staff employed by contractors.

Our safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking online checks and an Enhanced DBS check.

We are an equal opportunities employer. Applications for this job are sought from anyone who is suitably qualified and experienced for the role, but particularly welcome from those with a diagnosis of autism or Asperger syndrome. We are very happy to discuss adjustments to the recruitment process for those that need it. Please note that we can only consider applicants who are legally entitled to work in the UK.

