



Learning and Behaviour Support

Recruitment Pack, 2020



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Introduction from Vivienne Berkeley

Thank you for your interest in Ambitious College. The college opened in September 2014 and is co located in North London with the College of Haringey, Enfield and North London (CONEL) College in West London with West Thames College. I am enormously proud to be the College's first Principal. Our primary audience is young people with complex autism, aged 16 – 25 year olds.

It's difficult to imagine that as I write these words fewer than one in four young people with autism are accessing any form of education beyond school. Not because they lack the ability or desire to learn; but because they are being held back by a system that lacks the knowledge and expertise to support them. Simply put, this is not good enough. At Ambitious College we think everyone is entitled to lead a fulfilling, happy and rewarding life; and this includes young people with autism.

Our learners are at the heart of everything we do, their curriculum is highly personalised to help them achieve their goals. It is delivered by our very skilled and friendly staff. We offer lots of opportunities to learn in the community through a range of partnerships with local employers, services and our mainstream college partners.

As our name suggests, we are ambitious for our learners. We are a dedicated team of professionals who are passionate about our work in supporting young learners to live ordinary lives in their home community.

We know that with the right opportunity and support they can achieve great things. I am looking to recruit Learning and Behaviour Specialists to deliver high-quality learning support to young adults with autism to enable them to pursue their ambitions in relation to further education, work and leisure. Our most recent Ofsted report can be found on the College website. In May 2017 we were graded a 'Good' college in all of the CIF areas.

I really do hope you consider this opportunity at Ambitious College and look forward hearing from you.

Viv Berkeley

**Executive
Principal**



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.



Ambitious about Autism

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	Learning and Behaviour Specialist	Team	Ambitious College
Job Band	2/3	Reporting to	Learning Support Co-ordinator
Hours	35 hrs per week (41 weeks per year)	Line Manages	N/A

Role Purpose

- To deliver high-quality learning support to young adults with autism to enable them to pursue their ambitions in relation to further education, work and leisure. Learning and Behaviour Specialists support learners' person-centred study programmes in a range of environments.

Duties and Key responsibilities

- To appropriately support learners to achieve the person-centred outcomes outlined in their individualised study programme. Support will be provided to access further education settings, supported employment opportunities, social enterprises, leisure activities and community-based learning opportunities
- Support learners to achieve targets laid out in their individual learning plans (ILP) and gather related evidence of learning and share with the multidisciplinary team within a specified timeframe
- As part of a college multidisciplinary team ensure that learners are supported to achieve their learning development goals. This will include following support plans and programmes designed by Teachers, Behaviour Analysts, OTs and SaLTs
- To be responsible for safeguarding learners and reporting any concerns as per organisational policy and procedure
- Ensure risk assessments, and emergency plans are followed up in line with policy and procedures



- To ensure appropriate and accurate data is collected and recorded. To be responsible for regularly sharing data with line management to evaluate the effectiveness of learning
- To provide excellent personal care support in line with organisational policy and approved support plans and guidelines. This may include support with toileting, the administration of medication, mealtime support etc. The post-holder will have responsibility for ensuring that all administrative requirements in relation to these tasks are undertaken, are kept timely, and that any concerns are identified and reported
- Where key working responsibilities have been allocated, to ensure that learners' folders are kept valid and all documents reviewed as per agreed timelines. This will include personal care support plans, medical care support plans, individual learning plans, behaviour support plans, risk assessments, data collation and tracking etc
- Where directed, to produce and organise appropriate learning materials and resources
- To support the creation and maintenance of good working relations and communication both internally within the college and with families and other relevant stakeholders
- To be responsible for allocated petty cash and learners' money as per organisational policy and procedure. To ensure the accurate completion of related administrative tasks and the timely reporting of any concerns
- To work in line with service policy and procedure to ensure compliance to all legislative requirements. To ensure that any concerns are reported
- Where required and authorised to do so, drive vehicles to support the transportation of learners

Training

- Commitment to attendance at, and completion of, all training required by Ambitious College
- To apply learning and skills gained through training to all areas of the role

General

- To ensure safeguarding practices are undertaken to the highest standards
- To support the running of the service in accordance with the policies of the charity
- To participate in team meetings and meetings across the charity where required
- To carry out any other duties at the request of management as appropriate



- Responsible for ensuring effective communication (the right information, to the right people, at the right time)
- To be responsible for the health and safety of self and others using proactive and reactive strategies. This will include using positive handling techniques
- To promote equality of opportunity and a respect for diversity.



Person Specification

Role and Band Competencies		Essential
Education Levels & Qualifications		
1.	Five GCSEs or equivalent (including Maths and English)	x
Specific Knowledge, Experience & Technical Skills		
2.	Knowledge and demonstrable experience of working with young adults with autism/SEN	x
3.	Interest in, and knowledge of, autism	x
4.	Experience of managing behaviours that challenge	x
5.	Good appreciation of, and a basic knowledge of, health and safety, data protection principles and equal opportunities	x
6.	Proven ability to solve problems quickly and remain calm in escalated situations	x
7.	Basic level of IT literacy in using Microsoft software e.g. outlook, Word, Excel	x
8.	Excellent communication skills both written and verbal (in English)	x
9.	Willingness to support and participate in community based activities such as swimming and gardening etc.	x
Personal Attributes		
10.	Willingness to learn and commit to the principle of positive behaviour support	x
11.	Willing to undertake direct intimate personal care tasks as required	x
12.	Willing to lone work as and when required	x
13.	To have the physical and emotional resilience to work with young adults with autism who may have behaviours that challenge	x
14.	Able to develop and maintain positive relationships with learners and other relevant stakeholders	x
15.	Able to work using own initiative and also effectively as part of a team	x
16.	Punctual and reliable	x
17.	Able to work flexibly: occasional evening and weekend work in order for learners to participate in line with person-centred plan	x
18.	Good appreciation of health and safety in the workplace, data protection principles and equal opportunities	x
19.	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



Additional Information

If you would like to find out more about this exciting opportunity, need any further information or wish to have an informal discussion please contact Kembri Coakelin, Senior Recruitment Officer on: 020 8815 5435 or kcoakelin@ambitiousaboutautism.org.uk

Equal Opportunities Monitoring

Ambition about Autism is fully committed to equality of opportunity and diversity and we warmly welcome applications from all suitably-qualified candidates. We welcome applications regardless of race, colour, nationality, ethnic or national origins, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability, or age. All applications will be considered solely on merit.