

Assistant Psychologist

**Church Lawton
School**

Job Pack



Liberty
Academy Trust

ASSISTANT PSYCHOLOGIST

Church Lawton School

Salary scale: Actual from £22,508 to £28,250 (based on FTE £25,555 to £32,075)

Basis: 35 hours per week, 45.8 weeks per year

Location: Church Lawton School, Staffs



About Us

Liberty Academy Trust is an education charity established in 2022. Our vision is to create a world that works for autistic children and young people, by providing an exceptional educational offer so that they achieve success now and are well-prepared for adulthood. We work towards this through our core values of courage, determination and teamwork.

We are currently a small Trust of three academies, but we have 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.

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.

Welcome to our School



Thank you for your interest in this opportunity at Church Lawton School.

We are a happy and inclusive specialist school for autistic children and young people aged 4 to 19. We are committed to nurturing the potential of every Church Lawton student, and to creating a supportive environment where each one can thrive.

In small classes, our specially trained staff help students to develop socially, personally, emotionally and academically. We offer a broad and balanced curriculum, covering all the traditional subjects, alongside music, art and sport, enrichment and activities.

As part of Liberty Academy Trust, we want to challenge any sense that, as a special school, children's aspirations are limited. We believe passionately that autistic young people should be given every opportunity to achieve and each year we support students to take nationally recognised qualifications, while also helping them to develop the skills needed for independent adulthood.

Equity, Diversity, Inclusion and Belonging are at the centre of our School and Trust. We are always seeking to provide the best opportunities for the students and families we serve. Our students and families are at the centre of everything we do, enabled through '*unrelenting positive regard*', which leads us toward strong relationships and the trust to challenge and aspire alongside them.

Paul Scales, Principal

Our **core purpose** is to deliver an exceptional education for our children that meets their **needs, aspirations and interests**; and prepares them well for **adulthood**.



About this Opportunity

We know that candidates, and particularly neurodivergent applicants, value clarity and transparency. This pack is detailed so you can understand the role, expectations and culture before applying. Please don't be put off if it feels thorough; it's designed to support you, not overwhelm you.

As Assistant Psychologist, you will help shape our therapeutic provision by contributing psychological insight to behaviour support, delivering targeted interventions, and supporting the development of personalised programmes using the Assess–Plan–Do–Review cycle. You'll work directly with pupils, carry out observations and assessments under supervision, and collaborate closely with colleagues to promote SEMH progress, executive functioning and positive engagement.

We are looking for someone with a 2:1 or above in Psychology (with GBR), a genuine interest in autism and neurodiversity-affirming practice and experience supporting autistic people or those with complex behavioural needs. Additionally, strong communication skills, reflective practice, and the ability to build effective relationships is essential.

Our success depends on our skilled and dedicated staff. We are a values-driven organisation with a focus on wellbeing and opportunities for flexible working. We offer a competitive salary and pension, and a range of benefits including discounts at a range of shops, restaurants, gyms and leisure activities.

All colleagues across the Trust are supported in their professional development. This includes a combination of in-house training and paid for professional qualifications on offer to staff at all levels, with a particular focus on Autism excellence and digital literacy.

Most importantly, though, we offer the opportunity to play a part in highly rewarding work that makes a difference, as part of an ambitious and supportive team.

Job Description

Job Description

Purpose

Under the direction of the Senior Leadership Team and in liaison with the Trust's wider team, the Assistant Psychologist will:

- Work as part of the school's Multidisciplinary Team (Psychology, Speech and Language, Occupational Therapy)
- Support the school with the delivery of effective wellbeing and add a psychological understanding to the school's approach to student behaviour and engagement
- 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
- Support the Transdisciplinary Team in preparing PBS behavioural programmes and reflecting on risk factors for baseline assessments

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
 - Develop the skills to work directly with pupils in small groups and on an individual basis to deliver targeted therapeutic interventions
 - Undertake objective observations of CYPs and produce functional assessments and intervention plans
 - 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
 - Provide the highest standard of support in assisting pupils in achieving their maximum potential through the implementation of the SPELL framework.
 - Reflect on the potential multiple elements of presentation such as medical, emotional, communication and social difficulties
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- Learn about the new school curriculum and engagement scales as part of individual educational and positive support plans
- 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

General

- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
 - Contribute to the broader life of the school and the school's programme of extra-curricular activities. Support and contribute to the school's responsibility for safeguarding students.
 - Always comply with Trust policies and procedures; 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, and conduct; and maintain positive, courteous relations with students, parents and colleagues.
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- Engage actively in the appraisal and performance review process, and in relevant continuing professional development.
- Be willing to travel to the Trust's schools and other sites as needed.

Job descriptions only reflect 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.

Person Specification

Essential

Qualifications, Training and Knowledge

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

Skills and Experience

5. Previous experience in a role involving supporting or caring for others (either in a paid or voluntary capacity) with autism and/or learning difficulties
 6. Relevant experience of working with complex behavioural needs
 7. Possess a strong understanding of child development
 8. Ability to communicate effectively and sensitively with different people using a variety of appropriate methods, including a good standard of written and spoken English
 9. Ability to analyse incident data
 10. Ability to report and record accurately
 11. Able to deliver behavioural based programmes under supervision of the Personalized Support Team and or supervising Psychologist
 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
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14. Ability to use common software applications; knowledge of best practices for protecting personal and organisation data; and an aptitude for adapting to emerging technologies

Personal Qualities and Attributes

15. An enthusiasm for and a positive attitude towards supporting autistic people 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 equity, diversity, inclusion and belonging
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. Post graduate level qualifications in a relevant field
 25. Experience of working with autistic people
 26. Knowledge of Pathological Demand Avoidance
 27. Knowledge of mental health and support interventions
 28. An awareness of vulnerable adults and young people's safeguarding issues and legislation
 29. Knowledge of educational practices, policies and expectations, ideally to include in relation to pupils with special educational needs
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All members of the Liberty Academy Trust community are driven by the three core values of courage, determination, and teamwork.

Our three core values of **courage**,
determination and **teamwork** drive
positive change.

Recruitment Process

Application deadline: Wednesday, 2nd September 2026

Interviews Week commencing 14th September 2026

We're dedicated to equity, diversity, inclusion and belonging. Applications for this job are encouraged from anyone who is suitably qualified and experienced for the role - including those with protected characteristics, and particularly welcome from neurodivergent individuals.

To apply, please submit a fully completed application via our [recruitment portal](#). Your application should explain why you are interested in this opportunity and, with reference to the person specification, the attributes that make you a suitable candidate.

For shortlisted applicants, the selection process will be designed to provide opportunities for you to demonstrate your strengths, qualities, and experience in relation to the role. The details will be made clear at invitation stage. We are very happy to discuss adjustments to the recruitment process for those that need it.

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2025. 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.

Note that we can only consider applicants who are legally entitled to work in the UK. For practical reasons, we are unable to provide feedback to candidates who are not shortlisted. However, we will always offer feedback to those who take part in a selection process.

