

**Position**

**Autism Practitioner**

**Salary/Hours**

**Single Status Grade 6, Point  
(14-16 currently £26,824 -  
£27,694) 37 hour per week  
Term time only  
Actual salary £23,006.74 per  
annum**

**Closing Date**

**9am Friday, 26<sup>th</sup> June 2026**  
Early applications are encouraged

**Interview  
Date**

**Thursday, 2 July 2026**  
The Academy reserves the right to  
close the application early for the  
right candidate



Dear Candidate,

Thank you for your interest in joining us at Mulberry Academy Bexhill. We are a school that is proud to be part of our local community and we work hard to serve our local families. We are a happy and supportive team and we ensure that the well-being of all staff members is a priority.

Mulberry Academy Bexhill is part of the Mulberry Schools Trust. We are a larger than average secondary school with approximately 1500 students currently on roll. Bexhill is a beautiful seaside town and is best known for the De La Warr Pavilion and being the home to the first British motor race.

We have recently been judged as 'Good' in all areas by Ofsted (June 2025). The school has undergone significant improvement in the last few years and is now in an excellent position to take this improvement to the next level. We have a team of hardworking, dedicated, caring, passionate and talented staff that are committed to Mulberry Academy Bexhill being the best school it can possibly be. As a staff body we are aligned into providing the very best education and school experience for each and every one of our students. We have high standards throughout and ensure that there is clarity and purpose in everything that we do.

We offer a number of excellent staff benefits for our employees including a comprehensive Employee Assistance Programme (EAP) and a healthcare scheme. We have a partnership with the Mulberry schools trust, which is a high performing Multi Academy Trust of schools that are based in London. This offers our staff excellent CPD opportunities and offers our students numerous exciting opportunities.

If you are an individual that will be committed to ensuring the best education and school experience for all students, then we would love to hear from you.

We look forward to meeting you.



Dr Craig Neal  
Headteacher

## Teaching and supporting at Mulberry Academy Bexhill

Teachers and support staff at Mulberry Academy Bexhill make the education of their pupils their first concern. They seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour, they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research.

### **Post: Autism Practitioner**

### **Accountable to: Specialist Provision and Inclusion Lead**

### **Principal Accountabilities:**

#### **The Role**

We are seeking to appoint a passionate, skilled and committed Autism Practitioner to support autistic students within our specialist provision, The LINK and within the wider school community.

This is a rewarding opportunity for a practitioner with experience of working with autistic young people who is keen to develop specialist expertise and make a measurable difference to students' academic, social and emotional outcomes.

You will play a key role in delivering high-quality, evidence-informed support and interventions for our autistic students, ensuring they can successfully access mainstream education. Working closely with the Specialist Provision & Inclusion Lead and SENCo, you will contribute to a consistent and effective approach to autism support across the school.

We are looking for someone who:

- Has a strong interest in autism and inclusive practice
- Builds positive, trusting relationships with young people
- Is reflective and committed to developing their own practice
- Can work both independently and as part of a team
- Has high expectations for all learners

In return, we offer:

- A supportive and collaborative SEND and Inclusion team
- High-quality CPD and specialist development opportunities
- A strong focus on staff wellbeing
- Opportunities for career progression within SEND

If you are passionate about making a difference for students with autism, we would love to hear from you.

### **Job Description:**

## **Principal Accountability:**

To deliver and support high-quality, autism-specialist provision that enables students to access learning, develop independence and achieve positive academic, social and emotional outcomes.

## **Purpose of the Role**

To provide specialist support for autistic young people through targeted interventions, in-facility support and personalised strategies, contributing to an inclusive environment across the school.

## **What You Have to Achieve**

- Improved access to learning and progress for facility students
- Increased student independence, engagement and self-regulation
- Effective implementation of personalised strategies and interventions
- Positive social, emotional and behavioural outcomes
- Consistent, high-quality autism practice across supported areas

## **Key Responsibilities**

### **Support for Students**

- Deliver targeted interventions for facility students (e.g. communication, social skills, emotional regulation)
- Support students in accessing mainstream lessons through appropriate scaffolding and adaptation
- Promote independence and reduce reliance on adult support over time
- Act as a key adult for identified students, building strong, trusting relationships
- Use strategies to support sensory, communication and emotional needs
- Contribute to behaviour support and de-escalation using agreed approaches
- Support transitions (e.g. between lessons, key stages, into school)

### **Curriculum, Provision and Practice**

- Adapt learning materials and approaches to meet individual needs
- Implement strategies aligned to EHCP outcomes and SEND plans
- Support the delivery of personalised provision within The LINK and mainstream
- Monitor student progress and responses to interventions
- Contribute to reviews of provision and adjustments to support

### **Working with Staff**

- Work collaboratively with teachers to support inclusive classroom practice
- Provide guidance on strategies for supporting autistic students in lessons
- Model effective practice when working alongside teaching staff
- Support the consistent implementation of agreed strategies

### **Assessment, Recording and Administration**

- Maintain accurate records of interventions, progress and communication (e.g. on EduKey)
- Contribute to EHCP reviews and reporting processes
- Track and evaluate the impact of interventions
- Support assessment of student needs where appropriate

### **Wider Support**

- Liaise with parents/carers where appropriate, under direction
- Contribute to multi-agency working with external professionals
- Support the organisation and resourcing of The LINK environment
- Supervise students during unstructured times where required

### **Professional Responsibilities**

- Maintain confidentiality at all times
- Follow safeguarding policies and procedures
- Engage in CPD and develop autism-specific expertise
- Contribute positively to the SEND and Inclusion team

### **Staffing**

#### **Recruitment / Deployment of Staff:**

#### **Staff Development:**

- To take part in the academy's staff development programme
- To work as a member of a designated team and to contribute positively to the team ethos.

#### **Quality Assurance:**

- To contribute to the quality assurance procedures and policies of the academy.

#### **Management Information:**

- To maintain appropriate records and to provide relevant accurate and up-to- date information as appropriate for teaching colleagues/parents and carers and external agencies.
- To be responsible for developing and maintaining personal development records

### **Communications:**

- To communicate effectively with colleagues, the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside of the school

To follow agreed policies for communications in the academy

### **Management of Resources:**

- To contribute to the process of the ordering department supplies through the appropriate channel.

### **Other Specific Duties:**

- To play a full part in the life of the academy, to support its distinctive aim and to encourage staff and students to follow this example
- To continue personal development as agreed
- To comply with the academy's health and safety policy and undertake risk assessment as appropriate

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

The job description is current at the date shown, but following consultation with you, may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be subject to an Enhanced DBS check

## Person Specification:

Criteria	Essential	Desirable
Education	Educated to Level 3/4 or equivalent	Relevant further education (e.g. SEND, education, psychology)
Qualifications	GCSEs (or equivalent) at Grade 4/C or above in English and Maths	Autism-specific or SEND-related training
Experience	Experience working with young people with SEND Experience supporting students in a school or similar setting	Experience specifically supporting autistic young people Experience delivering targeted interventions Experience working in a secondary setting
Knowledge	Understanding of autism and associated needs Awareness of strategies to support communication, sensory needs and behaviour Understanding of safeguarding	Knowledge of the SEND Code of Practice Understanding of EHCP processes and graduated response
Skills & Abilities	Ability to build strong, positive relationships with students Strong communication and interpersonal skills Ability to adapt approaches to meet individual needs Ability to work independently and as part of a team Good organisational skills and record keeping Ability to remain calm and respond effectively in challenging situations	Ability to deliver structured interventions Confidence supporting staff with strategies for autism

<p>Personal Qualities</p>	<p>Patient, empathetic and resilient          Passionate about inclusion and improving outcomes for students with autism          Reflective and committed to professional development          Flexible and proactive approach          High expectations for student achievement and behaviour</p>	
<p>Commitments and Other Requirements</p>	<p>Commitment to safeguarding and promoting the welfare of children          Commitment to equality, diversity and inclusion          Willingness to contribute to wider school life</p>	

## Our School

### Creating the Best Opportunities for All

At Mulberry Academy Bexhill, we strive to create equal opportunities for all our students, ensuring that they have access to the best resources and support to thrive academically and personally. Our inclusive approach celebrates diversity, fostering an environment where students from all backgrounds can learn from one another and develop essential life skills such as empathy, tolerance, and respect. We provide a variety of academic pathways and personalized support systems, tailoring our educational approach to meet the unique needs and aspirations of each student. By nurturing their individual strengths and talents, we equip our students with the skills and knowledge needed to succeed in an ever-changing world.

It's important for us to recognise that the little things matter. Smart uniform, manners, kindness, and punctuality are something we promote within our academy as we feel this embeds a deep sense of pride and self-respect within our students.

In conclusion, Mulberry Academy Bexhill is dedicated to providing an exceptional educational experience that combines academic excellence, personal growth, and a supportive community. We foster a culture of aspiration, challenge our students to reach their full potential, and create equal opportunities for all. Join us at Mulberry Academy Bexhill, where we believe in the power of education to transform lives and shape a brighter future.

## Wellbeing

We understand that well-being is paramount to academic success. Our school offers a comprehensive well-being program for staff and students that focuses on building resilience, promoting a healthy lifestyle, and equipping us all with the tools to manage stress and navigate challenges. Through a range of extra-curricular activities, student leadership opportunities, and community service initiatives, we actively encourage personal growth, self-discovery, and the development of essential life skills. Our dedicated well-being team provides guidance and support, ensuring that staff and students have access to the resources they need to flourish both inside and outside of the academy.