

Assistant Educational Psychologist

Location: Church Lawton School, Cherry Tree Avenue, Church Lawton, Stoke-on-Trent, Staffs, ST7 3EL

Basis: 37 hours per week; 45.8 weeks per year

Salary: Circa £21,548 to £28,567 (based on £24,465 to £32,435 FTE)



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.



We opened Church Lawton School in 2015 and provides a curriculum for students from across the spectrum who have a range of learning needs. This covers an age range from age 4 to age 19, building each child's development week by week, term by term and year by year.



Thank you for your interest in this role at Church Lawton 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**



Dear Applicant, we would be delighted for you to apply to join Church Lawton School as an Assistant Educational Psychologist, proudly part of Liberty Academy Trust. The school welcomes you to provide an outstanding environment with high levels of support that makes students who are on the Autism Spectrum valued, understood, and empowered toward achievement.

Church Lawton Primary School is the recent recipient of Advanced Autism Accreditation, marking our third consecutive Autism Accreditation in recognition of our ongoing commitment to excellence in autism education. Furthermore, our commitment to parent partnership has been nationally recognised through Edurio, placing us in the top 10 schools in England for parental engagement and collaboration.

Part of the Liberty Academy Trust, we will be built on the core values of courage, determination, and teamwork. We will provide a safe, supportive, inclusive learning environment in which students of all ages can develop academically, socially, and emotionally. Our innovative approaches and deep understanding of our pupils mean every child receives a unique education that prepares them for successful adulthood.

We envision a world that works for autistic children and young people where an exceptional educational experience can support success now and into adulthood.

Please join us in doing something significant.

Warm regards, **Paul Scales, Principal**

The Opportunity

This is an exciting opportunity to be a part of the school's continuing development where you will be working closely with our Transdisciplinary Team and classroom based Staff. As a transdisciplinary team we strive to deliver best practice at all times to our students and are passionate about continued service and professional development.

Working closely with our Transdisciplinary Team and Classroom based staff, you will have the opportunity to increase your knowledge and skills through participation in team and wider Liberty Academy Trust continuing professional development programmes and practice supervision with the Trust Therapy Team.

We are seeking to appoint a confident and skilled professional who is committed to developing expertise and specialism within the field. Working largely on your own initiative, you will be confident in representing Educational Psychology within annual reviews and team meetings.

The role requires you to hold a Degree in Psychology (*2:1 or above*) with graduate basis for registration with the British Psychological Society.

At Church Lawton, we provide an exceptional environment for both students and staff, including:

- **Specialist Induction Programme and Autism-Specific Training:** Gain the skills and confidence to support our students effectively.
- **Fantastic Facilities:** Work in a school designed to inspire, including a brand-new **Purpose-Built Quality of Life Hub** and **Quiet Working Spaces** tailored to meet the needs of our staff and students.
- **A Supportive and Inclusive Environment:** Be part of a team that values your contributions and invests in your development.

You will work 37 hours a week for 45.8 weeks of the year - salary is reduced pro rata to reflect the nature of the role as principally term-time-only.

We offer a competitive salary and pension, 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.



Recruitment Process

Application deadline: Midnight on Monday, 24th February 2025

Interviews: Tuesday, 4th March 2025

Anticipated start date: April 2025

[CLICK HERE TO APPLY](#)

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, including those with protected characteristics, and particularly welcome from neurodivergent individuals. 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.



Job Description

Purpose

The main purpose of the role is to support the school with the delivery of effective wellbeing and positive behaviour management programs and procedures, working as part of the school's Transdisciplinary Team (Psychology, Speech and Language, Occupational Therapy).

Principal Accountabilities

- Actively support and promote the Trust and its policies particularly those relating to behaviour, wellbeing and engagement
- Support the Transdisciplinary Team and preparing PBS behavioural programmes and reflecting on risk factors for baseline assessments
- To conduct under supervision, cognitive and psychological assessments, formulation and intervention with children and young people
- Undertake objective observations of CYPs and produce functional assessments and intervention plans
- Reflect on the potential multiple elements of presentation such as medical, emotional, communication and social difficulties
- Proactively link with internal and external professionals as required
- Learn about the new school curriculum and engagement scales as part of individual educational and positive support plans
- Actively model intervention and monitoring support plans
- Co-ordinate and chair meetings to plan and review intervention programmes
- To develop skills to work directly with individuals in small group or on an individual basis using appropriate cognitive behavioural or mindfulness based techniques
- Maintain and support accurate records of behaviour management and restrictive practices including physical interventions
- To assist in training staff on strategies and approaches used to support pupils in order to facilitate and extend their positive behaviour interaction skills
- To keep up to date with current knowledge and practice in the field of Autism
- To link proactively with other assistant psychologists in the Trust and nearby universities as appropriate to share good practice
- Provide the highest standard of support in assisting pupils in achieving their maximum potential through the implementation of the SPELL framework.
- Maintain clear evaluation records to contribute to evidence based practice to inform internal monitoring and external inspections
- Design new outcome evaluation systems for the department as deemed appropriate

Other

- 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.
- 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

- Degree in Psychology (2:1 or above) with graduate basis for registration
- Understanding of autism spectrum disorders
- Knowledge of behaviour management interventions relating to challenging behaviour

Skills and Experience

- Relevant experience of working with people with Autism and/or learning difficulties
- Relevant experience of working with complex needs.
- Ability to use common software applications; knowledge of best practices for protecting personal and organisation data; and an aptitude for adapting to emerging technologies
- Able to deliver behavioural based programmes under supervision of the Personalized Support Team and or supervising Psychologist
- Ability to be autonomous to link with other professionals, under supervision
- Ability to analyse incident data
- Ability to deal with pupils who present with complex behavioural and learning needs following specialist in house training

Personal Qualities and Attributes

- An understanding of and commitment to the aims, vision and values of the Liberty Academy Trust and the principles of public life
- Ability to abide by the BPS code of conduct and assistant psychologists practice guidelines
- Good written and verbal skills
- Good report writing skills
- Good organisational skills
- Good interpersonal skills – including listening and observation skills.
- Ability to work in a Transdisciplinary team.
- Ability to prioritise and meet deadlines.
- Ability to honour confidentiality.
- A commitment to equality, diversity and inclusion

- A demonstrable commitment to continuing professional development

Desirable

- Recent and relevant courses or CPD in the field of Autism
- Post graduate level qualifications in a relevant field
- Some knowledge of Pathological Demand Avoidance would be an advantage, but not essential
- Some knowledge of mental health and support interventions would be an advantage, but not essential
- Driving License

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