



POST: *Specialist Support Workers x2 (EOTAS Provision)*

LOCATION: Coventry (Community centre, family home or school)

SALARY: £25,377 FTE

HOURS: One full time post (Mon-Fri 9-3:30), term time only, fixed term
One part time – 3 days per week (9-3:30), term time only, fixed term

Reports to: Kelly Reed, EOTAS Manager

Direct Reports: None

About Resources for Autism (RfA)

Since 1997 when we started as a small playgroup set up by parents dismayed at the lack of provision for their autistic children, Resources for Autism (RfA) has grown into a major deliverer of services and support in London and the West Midlands with a turnover of around £2.5m per year. Our mission is to support and enable autistic people to live happy and fulfilling lives. We want to change society's attitude to autism whilst also providing essential services and enriching opportunities to autistic people. We are a values-driven organisation which employs values-driven people who want to make a difference. Our values are: Inclusion, Creativity, Compassion, Courageousness and Expert. You will play a vital part in ensuring that we can resource and sustain this amazing work.

Our Services

All of our services across children and adults and parent/carers, mirror the wider organisational mission of providing safe, fun and meaningful support that enables personal development. We provide this support by ensuring our staff are skilfully trained, meet the highest safeguarding expectations and are encouraged to develop and upskill throughout their career with Resources for Autism.

The Role

We are seeking compassionate, trauma-informed Specialist Support Workers with extensive experience supporting Autistic children and young people. You will work on a 1:1 or 2:1 basis with children with varying levels of need, within a bespoke Education Other Than At School (EOTAS) package, helping them re-engage with learning through a highly personalised and flexible, child / interest-led approach. You will deliver activities within a curriculum set by our Lead Teacher and liaise with them around targets, progress tracking and the timetable.

Note: Annual leave is paid as part of the salary allowance so no annual leave can be taken during the specified term time working hours.

Main Responsibilities:

- Deliver educational and life skills activities based on a tailored timetable.
- Build a trusting, respectful relationship with the young people using low-demand, flexible approaches and strategies we know are effective with autistic individuals.
- Support the development of independence and confidence in home and community settings.
- Collaborate with a small team, communicating effectively and being flexible.
- Maintain clear communication with the EOTAS manager, Behaviour Support and Lead Teacher.
- Contribute to regular reviews and progress updates.
- Keep daily logs and complete target tracking on the Individual Learning Plan (ILP) liaising with the Lead Teacher when needed.
- Uphold and adhere to the values of RfA at all times
- Ensure there is always compliance with RfA's safeguarding policies and procedures
- All staff are expected to promote equality in the workplace and in our services
- Undertake any other duties asked of you that are commensurate with your grade

Person Specification

Skill	Essential	Desirable
Proven experience working with autistic children with varying needs and who could display distressed behaviours	x	
Deep understanding of trauma-informed practice and low-arousal approaches .	x	
Ability to work flexibly and creatively in a non-traditional educational setting.	x	
Have Physical Intervention training (for example Team Teach)		x
Strong communication and teamwork skills.	x	
Commitment to safeguarding and promoting the welfare of children.	x	
Relevant qualifications in education, psychology, or therapeutic disciplines.		x
Experience supporting children in EOTAS or alternative provision settings.		x

Familiarity with EHCP processes and person-centred planning.		x
Experience supporting children who have been out of mainstream education for a significant period of time	x	
IT skills: proficient with Office 365	x	
Self-starter and able to work independently, using own initiative		x
Knowledge of safeguarding	x	
Non-judgemental, compassionate	x	

Confidentiality

You will have access to confidential information concerning families and other users and will maintain confidentiality at all times.

Benefits of the role

90% of our staff say that Resources for Autism is “a great place to work”.

Not only will the work you do ensure we are making vital differences and inspiring others, but our other benefits also include:

- flexible working patterns with the option to work in a hybrid way
- access to ongoing training and progress in the areas that interest you
- access to our wellbeing initiatives and an Employee Assistance Programme
- enrolment on to our pension scheme
- a supportive, warm and fun working environment made up of values driven people who are passionate about changing the world for autistic people

Application process:

To apply, please send a one-page covering letter and your CV to our current Head of People via pst@resourcesforautism.org.uk

To discuss the role informally, please email: pst@resourcesforautism.org.uk

We particularly welcome applications from global majority candidates, LGBTQIA+ candidates and disabled candidates, because we would like to increase the representation of these groups at this level at Resources for Autism. We want to do this because we know greater diversity will lead to even greater results for our community.

As you would expect, we are a neuro-affirming employer, with a strengths and rights based approach to neurodiversity which affirms neurodivergent identity – we don’t want to “fix” or “cure” autism, and we don’t see it as a “disability” however we do recognise it can be

“disabling”. We are working to improve the ways in which we recruit and support neurodiverse employees and those with lived experience of neurodiversity.

RfA is a Disability Confidant employer and candidates who meet the minimum essential criteria, that have a disability will be guaranteed an interview.

Deadline for applications: Friday 9th January 2026

Date of interview: Date of interview to be confirmed.