

SEND Intervention Support Worker -SEMH and ASD- Job Description & Person Specification

Job Title: Intervention Support Worker

Reports to: Lead Practitioner

Location: Raise Education & Wellbeing School (multi-site & community)

Salary: £24,777-£26,293 FTE [actual salary £20,553-£21,811]

Working Pattern: 35 hrs a week 8.30am-3.45pm Mon-Thurs & 8.30am-2.30pm Fri. Term time only [plus 5 days equivalent inset training].

Due to the nature of the role and the specific needs of the students requiring continuous one-to-one supervision throughout the school day, this role is subject to a modification of the standard rest break provisions under the Working Time Regulations 1998. Under Regulation 21 of the WTR, which allows for exemptions where the job involves the need for continuity of service

Job Purpose:

To provide 1:1 or small group supervision and emotional support to students with SEMH, ASD, or trauma needs. This role focuses on safety, regulation, relationships, and engagement in both classroom and non-classroom environments.

Job description:

- Provide calm, consistent 1:1 support to assigned students throughout the day.
- Supervise students in classrooms, sensory or withdrawal spaces, and during unstructured times (breaks, transitions, off-site).
- Use de-escalation, co-regulation and trauma-informed responses to help students self-regulate.
- Support student safety and engagement during moments of distress or crisis.
- Assist with transitions between activities, locations or reintegration into lessons.
- Liaise with teaching and pastoral staff to ensure consistency in pupil support.
- Complete observation logs, incident reports or behaviour tracking as required.
- Attend relevant safeguarding, behaviour or mental health training.

Safeguarding & Conduct

All staff have a duty to safeguard and promote the welfare of pupils. This role requires strong boundaries, professional conduct, and a calm, emotionally regulated presence in all situations.

Person Specification

Essential	Desirable
Experience working with children or vulnerable people	Understanding of therapeutic or trauma-informed approaches
Calm, consistent and emotionally regulated under pressure	Understanding of therapeutic or trauma-informed approaches
Basic understanding of SEMH/ASD needs or trauma	Relevant L2 or L3 qualification in care, support, or education
Strong communication and relationship-building skills	Maths and English Level 4, or above (or equivalent)
Ability to work as part of a team and take direction	First Aid/Mental Health First Aid qualification.
Willingness to complete training in safeguarding, de-escalation, and mental health	
Ability to use software and recording information systems	
Commitment to safeguarding, child protection and inclusive practice	
Full driving licence, a fully insured and car available for work	

The duties and responsibilities outlined in this job description are indicative and not exhaustive. The post holder may be required to undertake other tasks and duties reasonably requested by management to meet the needs of the organisation. This job description will be reviewed periodically and may be amended in consultation with the post holder.

Safeguarding

Raise Education & Wellbeing School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. All post-holders are subject to an enhanced DBS check and must comply with the school's safer recruitment and safeguarding policies.