

SEND Teaching Assistant (Intermediate) -SEMH and ASD- Job Description & Person Specification

Job Title: SEND Teaching Assistant (Intermediate)

Reports to: Teacher

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

Salary: Entry-level band, £25,490-£27,591 FTE [actual salary £22,843-£24,726]

Working Pattern: 35 hrs a week 8.30am-4.20pm Mon-Thurs & 8.30am-2.30pm Fri. Term time only [plus 10 days equivalent inset training].

Term-time plus training days (some may be delivered as twilight sessions) | Full-time / Part-time may be available

Job Purpose:

To support the engagement, wellbeing, and learning of pupils with SEMH/ASD under the guidance of teachers and senior support staff. The role focuses on delivering consistent, structured support and contributing to safe, relational practice across the school provisions.

Key Responsibilities:

1. Support for Pupils

- Build positive, consistent relationships with pupils with SEMH and/or ASD needs.
- Support emotional regulation and engagement using agreed strategies.
- Contribute to the implementation of EHCP and support plans.
- Adapt communication to support understanding and inclusion.

2. Learning and Curriculum Support

- Support differentiated learning tasks and scaffold pupil engagement.
- Use agreed visuals, routines, and tools to reduce anxiety and support transitions.
- Provide feedback to teachers and SENCO regarding pupil needs and progress.

3. Environment and Behaviour Support

- Help maintain safe, low-arousal, trauma-informed learning spaces.
- Support with risk management and positive behaviour approaches.
- Supervise pupils in class and during less structured times.

4. Professional Development

- Actively participate in CPD relevant to SEMH/ASD.
- Attend briefings, debriefs and training as directed.
- Seek guidance from experienced and senior staff.

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
Maths and English GCSE Level 4, or above (or equivalent)	Level 2 Certificate in Supporting Learners with SEN, Trauma or Mental Health
Level 2 TA qualification or equivalent experience	Team Teach training
Minimum one year's experience supporting young people with SEMH/ASD needs	Training in Zones of Regulation, Trauma-Informed Practice, SCERTS or TEACCH
Understanding of emotional regulation and social support strategies	Experience in using communication tools (e.g. PECS, visual supports, Makaton)
Proved ability to build positive, trusting relationships with highly anxious or dysregulated students	Experience in alternative or specialist provisions (Therapeutic school, PRU, AP)
Confident in supporting academic, emotional and sensory needs	First Aid/Mental Health First Aid qualification
Can independently implement therapeutic/academic strategies	
Confident in contributing to EHCP's and personalized learning approaches	
Strong in contributing to de-escalation skills, confident in managing dysregulation	
Ability to use software and recording information systems	
Understanding of Safeguarding and welfare concerns	
Committed to safeguarding, child protection and inclusive practice	
Full driving license and fully insured 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.