

Job Title and Level

Intervention Support Worker

Main Purpose of the Role

The primary purpose of the Intervention Support role at Reddish Hall School is to provide high-quality, targeted support to pupils with complex educational needs, communication difficulties, and challenging behaviours. The successful candidate will have a passion for working with pupils who have a range of needs, including attachment difficulties, developmental trauma, and barriers to learning. They will be instrumental in helping the school develop its therapeutic approach to supporting pupils and enabling them to achieve successful outcomes.

Key Responsibilities and Duties

Academic Support

- Deliver Mathematical and Literacy skills interventions to support students' positive progress in their curriculum
- Provide reading and literacy support, including phonics support and high-frequency words
- Assist with exam skills preparation
- Support pupils with foundational maths skills

Emotional Well-Being

- Deliver Social, Emotional, and Mental Health interventions to support the mental health and well-being of pupils and develop their self-esteem and confidence
- Support pupils with emotional literacy and developing strategies for emotional regulation
- Implement the Zones of Regulation framework to support pupils

General Responsibilities

- Provide high-quality support on a 1:1 basis and in small groups
- Plan, deliver, monitor, and provide feedback on small group/1:1 interventions in coordination with the SEND department and school staff
- Assist with the testing of pupils
- Where appropriate, check and contribute to home-school contact books, taking direction from the class teacher
- Support pupils in the wider school setting when necessary
- Plan, deliver, assess, record, and prepare resources for interventions, differentiating as necessary
- Liaise with class teachers, subject coordinators, key stage managers, and the SEND team to ensure effective implementation of interventions
- Assist the SENCO with administrative duties, such as feedback for meetings and completing school monitoring systems



Outcomes
First Group

- Assist with ensuring the school has a stimulating learning environment and supporting the quality of displays, particularly those related to the Zones of Regulation
- Undertake training and attend relevant meetings within contracted hours to ensure continuous professional development
- Observe confidentiality and support the school's endeavour to provide excellent teaching and learning for all students
- Carry out any other reasonable duties as required by the headteacher

Skills and Competencies

- Experienced practitioner of planning and managing own time
- Knowledge and understanding of attachment disorder, developmental trauma, autism, and other learning needs
- Organised, with a can-do attitude and a positive approach to working with complex young people in a challenging environment
- GCSE Grade C/4 or equivalent in Maths and English
- Strong written and verbal communication skills
- Ability to work independently while feeding back to a wider team
- Positive communication and listening skills
- Patience, tolerance, and sensitivity
- Mature and non-judgmental outlook
- Enthusiasm and a passion for working with complex young people

Professional Development

Reddish Hall School is committed to the continuous professional development of all staff. The Intervention Support role will provide opportunities for the post-holder to engage in relevant training and attend meetings to ensure they are up-to-date with the latest strategies and approaches for supporting pupils with complex needs. The school values a culture of lifelong learning and will support the Intervention Support worker in their professional growth and development.

Safeguarding

The Intervention Support Worker will be responsible for contributing to the safeguarding and promotion of the welfare and personal care of children and young people. They will be expected to deal with or report any incidents related to pupils' welfare and be mindful of the school's Equal Opportunities policy at all times. The post holder will also be aware of their responsibility for personal health, safety, and welfare, as well as that of others who may be affected by their actions or inactions, and will cooperate with the employer on all issues related to health, safety, and welfare. The post holder will also need to adhere to all school policies and systems.