

Job Description

Job Role: Intervention Specialist

Inclusion Outreach Service

Role Structure	Additional Needs Team
Directorate:	Children & Young People
Grade:	HC6
Location:	Plough Lane
Responsible to:	Sarah Filby

Main Purpose of the Role

To provide tailored support for children and young people with a diagnosis of autism who may be struggling in their school environment, ensuring they are fully included and able to thrive. This role will focus on helping schools create supportive environments, reducing barriers to learning, and promoting positive inclusion.

1. To improve educational outcomes for children and young people with autism through individualised support, mentoring and guidance.
2. To promote inclusion by supporting the development of social communication, emotional regulation, and independence skills.
3. To work in partnership with schools, families, and other professionals to meet the social, emotional and educational needs of children with autism.
4. To reduce the risk of exclusion by embedding strategies that support engagement, self-esteem, and participation in learning.

Key Duties and Responsibilities	Frequency of Task
<ul style="list-style-type: none"> To support day to day learning in a mainstream setting, whilst modelling emotional literacy. 	<ul style="list-style-type: none"> Daily
<ul style="list-style-type: none"> To provide planned and unplanned direct one-to-one support and guidance 	<ul style="list-style-type: none"> Daily
<ul style="list-style-type: none"> To complete detailed progress reports, detailing any specific sessions or activities and that these are updated frequently and communicated to all adults involved with the child. 	<ul style="list-style-type: none"> As required
<ul style="list-style-type: none"> To ensure that all resources and materials required for the sessions are prepared. 	<ul style="list-style-type: none"> As required



Key Duties and Responsibilities	Frequency of Task
<ul style="list-style-type: none"> Alongside other professionals, to assess the individual needs of the children and young people referred and identify appropriate interventions to meet those needs. 	<ul style="list-style-type: none"> As required
<ul style="list-style-type: none"> To observe and report on the health, welfare and development of children and young people. 	<ul style="list-style-type: none"> Daily
<ul style="list-style-type: none"> To ensure consent is obtained for young people to participate in activities, that this consent is regularly reviewed. 	<ul style="list-style-type: none"> As required
<ul style="list-style-type: none"> To undertake work, including lone working, which may be out of standard office hours. 	<ul style="list-style-type: none"> Weekly
<ul style="list-style-type: none"> To attend team meetings and attend relevant staff training and development courses. 	<ul style="list-style-type: none"> Monthly
<ul style="list-style-type: none"> To promote equal opportunities for children and young people and anti-discriminatory policies and practice 	<ul style="list-style-type: none"> Daily



Person Specification

Requirements	Essential or Desirable	Identified by A – Application I – Interview
Qualifications and Training		
<ul style="list-style-type: none"> Qualifications relating to the role will be beneficial however consideration will be given to applicants with substantial experience of working with children 	Desirable	A, I
<ul style="list-style-type: none"> A good understanding of child and adolescent development evidenced through related training courses 	Essential	A, I
<ul style="list-style-type: none"> A willingness to undertake related training 	Essential	A, I
Experience & Knowledge		
<ul style="list-style-type: none"> Experience of working with young people and their families. 	Essential	A
<ul style="list-style-type: none"> Planning and delivering group activities 	Essential	I
<ul style="list-style-type: none"> Multi-agency working 	Desirable	I
<ul style="list-style-type: none"> Experience of supporting children and young people with Autism or other neurodiverse conditions 	Desirable	I
Skills and Abilities		
<ul style="list-style-type: none"> Enjoy working with children. 	Essential	I
<ul style="list-style-type: none"> Able to have a good rapport with children. 	Essential	I
<ul style="list-style-type: none"> Dedicated to safeguarding and promoting the welfare of children. 	Essential	A

Requirements	Essential or Desirable	Identified by A – Application I – Interview
<ul style="list-style-type: none"> Enthusiastic 	Essential	I
<ul style="list-style-type: none"> Hardworking, flexible and motivated 	Essential	A, I
<ul style="list-style-type: none"> Team player and excellent interpersonal skills 	Essential	A, I
<ul style="list-style-type: none"> Good verbal communication skills including ability to communicate effectively with carers and parents. 	Essential	A, I
<ul style="list-style-type: none"> Able to take the initiative. 	Essential	I
<ul style="list-style-type: none"> Confidentiality and sensitivity 	Essential	A, I
<ul style="list-style-type: none"> Ability to adapt to the routines, structures and policies of an educational setting. 	Essential	A, I
<ul style="list-style-type: none"> An ability to keep detailed notes and consider next steps. 	Essential	I
<ul style="list-style-type: none"> Be confident to work with a young person's home in line with a 'lone working' policy 	Essential	I
<ul style="list-style-type: none"> Requirement for both lone and team working, including outside office hours 	Essential	A, I
<ul style="list-style-type: none"> Ability to travel throughout the County 	Essential	A, I





All council staff have a duty to promote the welfare of children, young people, and adults with care and support needs at risk of abuse and neglect who cannot take steps to protect themselves. Ensuring you attend mandated safeguarding children and safeguarding adults training to enable you to recognise the concerning behavior, know how to talk about it, and consent/duty to share information effectively. You will also learn about the legalities and procedures the social care staff can take.

Our Values and Behaviours

The council's THRIVE core values are our guiding principles and beliefs that shape our culture and behaviour within the council. They **help us to achieve our Council Plan vision "do our best for Herefordshire" acting as our DNA and the "way that we do things around here"**. **We expect all colleagues to act as a role model by living our values and setting an example for others.** Our values strive to promote a thriving workforce by fostering a culture of trust, being honest and responsible, inclusive, valuing people and resources and leading with empathy.

Trust - Developing and maintaining relationships based on a culture of transparency and open communication. Supported by integrity and the confidence that you are reliable and fulfil commitments.

Honesty - Demonstrating truthfulness, integrity, and transparency in all communications, decisions, and relationships. Being trustworthy, reliable, and accountable for your actions. Acting with sincerity and fairness, even in challenging situations.

Responsibility - Taking ownership of individual and collective actions, decisions, and delivering on commitments. Being reliable, fulfilling obligations and being accountable for outcomes and results. Proactively contributing to the achievement of your own, the team and council goals.

Inclusivity - Embracing diversity, equity and inclusion by recognising and valuing the unique perspectives, backgrounds and experiences of our staff, customers and residents. Creating an environment where every individual is valued, respected and can belong.

Value - Upholding high standards, ethics and integrity to guide our actions and decisions. Demonstrating commitment to creating and delivering value in our work by recognising and appreciating each other, our resources, processes, customers, community and environment.

Empathy - Demonstrating a genuine and caring understanding of others' feelings, perspectives, and experiences. Listening attentively, acting with compassion, supporting with respect and kindness and considering the impact of our actions on others.

