



Job Title:	SEND Intervention Assistant
Salary:	£13,680 Plus Mileage – Term Time Only
Location:	School Based
Hours of Work:	8:15 – 16:00 Monday – Wednesday
Line Manager:	SENDCo
How to apply:	Request an application pack from recruitment@fstmanagement.uk
Contact Details:	0330 118 0974

About First Steps Together

First Steps Together is a group of specialist SEN Independent Schools across Greater Manchester. We provide nurturing, structured, and trauma-informed education for pupils who need a highly personalised approach, often including neurodiversity (e.g., ASD/ADHD), speech and language needs, SEMH, and complex learning profiles.

Our focus is simple: right support, right time, right way - so every young person can build confidence, re-engage with learning, and achieve meaningful progress.

Purpose of the role

As a SEND Intervention Assistant, you will deliver high-impact, targeted intervention to pupils across our schools. You will work directly with young people through a blend of structured programmes and personalised support, including:

Block Therapy

AI Intervention

Bespoke Intervention (tailored to individual needs, strengths and outcomes)

This is a practical, pupil-facing role for someone who is motivated by progress, enjoys working relationally, and can deliver consistent sessions that help pupils thrive academically, socially, and emotionally.

Key responsibilities

Deliver targeted interventions

Deliver 1:1 and small-group interventions to pupils with SEND, following agreed plans and targets.

Provide structured sessions aligned with pupils' EHCP outcomes, SEND support plans, and individual learning pathways.

Deliver interventions using First Steps Together approaches, including Block Therapy sessions, AI-supported intervention (training provided), and bespoke programmes developed with SENCO/teachers/therapists.

Support learning, regulation and engagement

Use a consistent, calm and encouraging approach to support attention and focus, communication and interaction, emotional regulation and readiness to learn, and confidence and independence.

Apply strategies appropriate to a specialist SEN setting (e.g., visual supports, chunking tasks, predictable routines, sensory strategies).

Support pupils to generalise skills from interventions into class and daily school life.

Monitor impact and contribute to planning

Track progress against targets using agreed recording tools and provide clear, accurate session notes.

Contribute to intervention reviews, identifying what is working and what needs adapting.

Work closely with class teams, SENCOs, and therapeutic staff to ensure interventions are coordinated and consistent.

Attend relevant meetings/training and contribute to whole-school support plans where appropriate.

Multi-site working

Travel across multiple First Steps Together school sites across Greater Manchester as required (mileage paid).

Maintain a well-organised timetable and ensure smooth communication between sites and teams.

Uphold First Steps Together values and expectations consistently across the group.

Safeguarding and professional standards

Maintain professional boundaries and build positive relationships with pupils and families.

Follow safeguarding procedures and report concerns promptly in line with policy.

Work in line with GDPR/confidentiality requirements and maintain accurate documentation

Safeguarding

- Here at First Steps Together, we are committed to safeguarding the welfare of children and young people and promoting that commitment. We expect all our staff and volunteers to share in it, too, which is why – as part of the selection process – we will conduct all the necessary checks to ensure you do not pose any risk of harm in your role here.

- Join us and you will be expected to actively contribute to our safeguarding commitment and promote child welfare in line with the school's Child Protection Policy. If ever there is a concern or issue, you will be ready to report it to your Designated Safeguarding Lead or, in their absence, any Deputy Safeguarding Lead.