

JOB DESCRIPTION

Employment Details	
Job Title	Intervention Lead
Reports to	Interventions Manager
Salary Band	WHF NJC M

Safeguarding Commitment:

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical clearance, evidence of qualifications and verification of the right to work in the UK.

Purpose of the Role
<ul style="list-style-type: none"> To work closely with Pastoral Leads and the School Leadership team to ensure effective programmes of intervention are delivered to students being supported in Refocus or those who are struggling with engagement or attendance. To plan and resource motivational and engaging intervention sessions which include active, creative and reflective learning of an outstanding quality. To support students by removing barriers to learning. Set high expectations for behaviour and conduct and hold students to account for their actions. To keep up to date with research and developments in intervention, raising when appropriate, issues with the Senior Leaders who work in the pastoral team To be an excellent role model to all students.

Responsibilities
<p>Delivering Quality Intervention</p> <ul style="list-style-type: none"> To plan, organise and develop intervention packages for students at different levels of the school's positive behaviour strategy. Lead the delivery of an appropriate provision by delivering small group and individual sessions as required In collaboration with key staff, devise individual programmes of support to meet the needs of targeted pupils. Setting clear targets for students learning, building on prior attainment and considering each student as an individual Setting high expectations for student behavior, establishing and maintaining a good standard of discipline through well-focused delivery and through positive and productive relationships. Working with colleagues to ensure that students are thoroughly prepared for their learning including assessment and examinations. Liaising effectively with colleagues to share strategies that support learning. To contribute to in-house training for Student Support staff.

Monitoring and Assessing Student Progress

- Monitor the progress of pupils and make adjustments to their programme as appropriate.
- Monitor and track the impact of intervention, creating a proven record of success.
- Assess how well learning outcomes and targets have been achieved and use this assessment to inform intervention.
- Participate in discussions of student targets and progress and of the development of strategies to meet subject and attendance targets.
- Overseeing the pastoral needs of repeat students in Refocus and share feedback and any concerns to the appropriate member of staff
- Liaise with external support agencies as required to support students
- Mentoring and negotiating individual targets for students regularly in Refocus
- Liaise as appropriate with parents and carers.

Communication

- Contacting families throughout the intervention where needed, but always at the start and end of a programme.
- Attend any appropriate meetings with families and/or colleagues
- Raising, in consultation with the Designated Safeguarding Lead, particular concerns regarding students

Staff Absence

- Ensuring that appropriate work has been set and that the resources required are available and effective.
- Ensure that communication is effective around absence.

Additional Duties and Responsibilities

Safe Working Practices with Children

It is the responsibility of each employee to carry out their duties in line with The White Horse Federation's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.

General Data Protection Regulations

The post holder is required to comply with GDPR regulations and to maintain awareness of Trust policies and procedures in this area. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.

Equality and Diversity

There is a requirement for the post holder to promote the equality and diversity agenda within their own role and areas of responsibility and across the department. In fulfilling the requirements set out in this job description, the post holder will apply The White Horse Federation's commitment to equality by treating all employees fairly and without discrimination.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being processed. Any review will be carried out in consultation with the post holder before any changes are implemented.

Developed by:		Issue Date:	
Post Holder signature:		Signature Date:	

PERSON SPECIFICATION

Qualifications and Training	
Essential	Desirable
<ul style="list-style-type: none"> At least 5 GCSEs at Grade C or above, including English and Maths 	<ul style="list-style-type: none"> Evidence of further study e.g. A Levels, degree
Skills and Experience	
Essential	Desirable
<ul style="list-style-type: none"> Experience of working in a interventions role with children Experience of working with parents and carers Able to build effective working relationships with staff, students and families Effective communication and interpersonal skills Able to work under pressure and prioritise effectively Able to motivate all students and raise aspirations An absolute belief in the ability of every child to succeed A determination to maintain the highest of expectations for every child Patience and empathy Alignment with the vision and values of the Trust Commitment to confidentiality Commitment to safeguarding Commitment to equality, diversity and inclusion An absolute belief in the ability of every child to succeed A determination to maintain the highest of expectations for every child Patience and empathy Alignment with the vision and values of the Trust Commitment to confidentiality & Safeguarding Commitment to equality, diversity and inclusion 	<ul style="list-style-type: none"> Experience of working in a school setting Experience of working with external agencies Competent in the use of IT Able to use data to track, monitor, evaluate and measure impact
Specialist Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> Understanding of guidance and requirements around safeguarding and child protection 	<ul style="list-style-type: none"> Understanding of inclusion strategies within schools
Personal Traits	
The successful candidate will:	
<ul style="list-style-type: none"> Appreciate the differences between people regardless of ability or background and treat peoples' values, beliefs, cultures and lifestyles with respect and dignity at all times. Understand the boundaries of appropriate behavior when working with children and young people and always act in a way that respects these boundaries. 	

- Understand the principles of confidentiality and adhere to them in respect to the information available within the workplace.
- Have values that align with the ethos and culture of The White Horse Federation.