



SEND Support Worker

Job Description – SEND Support Worker

Pathways 2 Purpose

Job Title:

SEND Support Worker

Location:

Pathways 2 Purpose, MIMA – Centre Square, Middlesbrough, TS1 2AZ

Salary:

£12.21 per hour

Hours of Work:

12 hours per week, across 2 full days (term-time only)

Contract:

Temporary (with a view to becoming permanent following a successful 3-month probation period)

Reports to:

Service Manager- Jessica Gallagher

Purpose of the Role

The SEND Support Worker will play a vital role in supporting young adults with Special Educational Needs and Disabilities (SEND) across the Tees Valley. Working as part of a values-driven team, the Support Worker will deliver structured, purposeful activities that promote independence, social inclusion, well-being, and employability skills.

The role involves one-to-one and group-based support, using a trauma-informed, person-centred approach to help individuals achieve their personal goals, build confidence, and feel part of their community.

Key Duties and Responsibilities

Support & Care

- Provide day-to-day support for young adults with autism, neurodivergence, and communication/interaction needs.
- Encourage independence in daily living skills (cooking, budgeting, self-care, time management).
- Deliver social and emotional support to promote resilience, self-motivation, and well-being.
- Build positive, trusting relationships that encourage participation and growth.

Programme Delivery

- Facilitate activities within the Life Purpose Learning (LPL) programme, including:
 - Independent Living Workshops
 - Volunteering Pathways
 - Social Skills Development
 - Mentorship and Coaching
 - Community Engagement
- Support young adults to access volunteering, local services, and community opportunities.
- Adapt activities to individual strengths, needs, and ambitions.

Safeguarding & Compliance

- Ensure safeguarding policies and procedures are followed at all times.
- Maintain accurate records of progress, incidents, and support provided.
- Uphold confidentiality, dignity, and respect in all interactions.
- Contribute to risk assessments and ensure safe practice in all activities.

Teamwork & Professionalism

- Work collaboratively with colleagues, families, and external professionals to achieve positive outcomes.
- Contribute to staff meetings, training, and reflective practice sessions.
- Model professional standards, positive behaviour, and inclusivity.
- Commit to continuous professional development, including SEND-specific training.

Expectations of the Role

- Be a role model for the values of Pathways 2 Purpose: independence, inclusion, resilience, and personal growth.
- Deliver support that is trauma-informed, person-centred, and holistic.
- Promote social inclusion and ensure young adults are active participants in their community.
- Demonstrate reliability, flexibility, and initiative in daily practice.

Job Specification – SEND Support Worker

Purpose of the Role

To provide high-quality, person-centred support to young adults with Special Educational Needs and Disabilities (SEND), enabling them to develop independence, social engagement, well-being, and employability skills. Support Workers play a key role in delivering Pathways 2 Purpose's Life Purpose Learning (LPL) programmes, ensuring that every individual has the opportunity to achieve their goals and thrive within their community.

Key Responsibilities

- Support young adults with autism, neurodivergence, and communication/interaction needs in line with individual care plans.
- Facilitate group and 1:1 sessions across programme areas.
- Work in a trauma-informed and person-centred way.
- Encourage participation, independence, and confidence.
- Safeguard and promote well-being.
- Maintain accurate records and communication.
- Model positive behaviours, inclusion, and respect.

Person Specification

Criteria	Essential	Desirable
Experience	Experience supporting or interacting with people with SEND (can be voluntary, work, or personal).	Previous experience in social care, youth work, or educational setting.
Knowledge	Awareness of safeguarding, professional boundaries, and inclusion.	Knowledge of autism, neurodivergence, and communication/interaction needs.
Skills	Good communication and interpersonal skills. Ability to adapt support to individual needs. Teamwork and reliability.	Ability to deliver structured activities and group sessions. Confidence in supporting community-based activities.
Attributes	Compassionate, patient, and motivated. Flexible and proactive approach. Commitment to promoting independence.	Understanding of trauma-informed practice and holistic approaches.
Training & Development	Willingness to undertake relevant training and CPD.	Already holds training in safeguarding, autism awareness, or related areas.