



Crowdys Hill
School

Communication
Support Worker to
work with a named student



Thank you for your interest in the vacancy at Crowdys Hill School.

These guidance notes are designed to provide you with information to help you complete your application form correctly and give you information about our and on our recruitment process and associated policies. You should read all the guidance notes prior to completion of the application form. If you would like any further advice regarding the vacancy or the recruitment process please contact Trudy Topp Senior Admin Manager at Crowdys Hill School – 01793 312266 or email ttopp@crowdyhill.swindon.sch.uk

When completing the application form, please refer to the following information:

Job Description – this details the main duties and requirements for the post and provides an understanding of the role

Person Specification – this describes the skills, knowledge and experience required for the post

Advertisement – this will give you brief details of the job and key dates of the recruitment process

Please ensure you complete all parts of the application form, unless otherwise indicated, preferably electronically. **Curriculum Vitae (CV's) are not accepted.**

The application form will be used to assess your skills, knowledge and suitability for the job against the criteria on the person specification, so please ensure it is accurate and complete.

If you require additional space, separate sheets will be accepted, but please ensure they are attached securely to the back of the application form or as attachments if submitting electronically.

Late applications will not normally be considered.

We reserve the right to contact any of your previous employers/educational establishments to verify the information provided.

Personal Details

Only personal information required for processing your application is requested in the main body of the application form.

Disabled Applicants

As an equal opportunity employer, we welcome applications from disabled people. Disabled applicants meeting all the essential criteria will be shortlisted for interview or test.

If you consider yourself disabled, **please indicate this on the form in the appropriate section** also indicating if you require any adjustments and/or adaptations in order to attend for interview.

Equal Opportunities

To view the Equal Opportunities Policy in full, please visit <https://crowdyhill.swindon.sch.uk/policies.html>

SAFEGUARDING

Safeguarding students at Crowdys Hill is a priority. All appointments to posts are made through stringent adherence to the requirements of 'Keeping Children Safe in Education' (most recent edition). The school maintains a cohort of staff trained in Safer Recruitment and the trained colleague(s) most appropriate to this post will participate in the selection process.

All staff will be trained annually in Child Protection requirements. Cognisant of Part 1 of 'Keeping Children Safe in Education', (most recent edition), staff are required to refer all Child Protection concerns to the Child Protection trained staff team in their school (recognising that they can refer directly themselves in extraordinary circumstances). Those trained in Child Protection are identified throughout school documentation and on the school's website.

Within their work, employees are required to identify, attempt to prevent or at least minimise the risk of interpersonal abuse or violence; safeguarding children, other vulnerable people and themselves. This includes the timely sharing of information with appropriate colleagues to enable action to be initiated and protection to be afforded to both students and/or colleagues as needed.

All employees are required to be aware of and update colleagues, as appropriate, to comply with current legislation and statutory guidance which will affect their practice in role and must adhere to all policies and protocols of Crowdys Hill School.

We are committed to keeping children and young people safe from harm and abuse and to promoting their welfare, and we expect that everyone who comes to work for us will share the same commitment. Fulfilling this responsibility includes making sure that our recruitment process includes a range of measures to identify those who may be unsuitable to work with children and young people.

In accordance with the provisions of the Data Protection Act 1998, and new GDPR 2018, jobholders should take reasonable care to ensure that personal data is not disclosed outside Council procedures, or use personal data held on others for their own purposes. In accordance with the provisions of the Freedom of Information Act 2000, ensure requests for non-personal information are dealt with in accordance with the Council's written procedures

To comply with the Asylum and Immigration Act 1998 (as amended by S147 of the Nationality and Immigration and Asylum Act 2002) all prospective employees will be required to supply evidence of eligibility to work in the UK.

This organisation is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Background checks and an enhanced DBS will be required.

This post is exempt from the Rehabilitation of Offenders Act 1974. Crowdys Hill School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Background checks and an enhanced DBS will be required. Further information about what the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) means for applicants is provided on the Application Form.

Applicants must be fluent in the English Language (as a requirement of Part 7 of the Immigration Act – for the effective performance of a customer facing role).

In addition, all roles within the school/college are covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and are subject to an enhanced Disclosure and Barring Service (DBS) (formerly Criminal Records Bureau (CRB)) check. These posts may also be subject to further DBS re-checks at appropriate intervals.

Please note that having a criminal record is not an automatic bar from working with us: whether or not your criminal record has a bearing on the post you have applied for will be carefully considered as part of the recruitment process. This may involve a discussion with yourself about the circumstances and background to your offences.

References

All applicants are expected to provide **a minimum of two referees**, as detailed on the application form, these must be professional references with a business email address NB Personal email addresses are not permitted.

If you have just completed full-time education, you will need to provide the name of your Headteacher/Principal or other professional as a reference. If you are self-employed you will need to provide details of individuals/businesses that can provide you with a professional reference with business email addresses.

‘Open’ references e.g. those addressed “To Whom It May Concern”, will not be accepted.

Supporting Documents

All applicants called for interview will be required to provide original evidence for the following:

For interview:

- Eligibility to Work in the UK**
- Proof of current address (less than 3 months old)
- Proof of qualifications, for teaching vacancies you must provide your Teacher Reference Number on the application form.

When employment is offered:

- Identity*
- DBS (formerly CRB) application form*
- Qualifications/Training*** – if applicable
- Confirmation of Registration with the relevant Professional Body – if applicable
- Driving documents – if applicable

We **will not** be able to confirm an offer of employment until we have confirmed the above and received suitable references.

* Details of what documentary evidence you can provide will be detailed on the invite to interview letter, alternatively please refer to http://www.direct.gov.uk/en/Employment/Startinganewjob/DG_195811

** In accordance with the Immigration, Asylum, and Nationality Act 2006, all candidates are required to provide proof of the Right to Work in the United Kingdom. For further information please refer to <https://www.gov.uk/browse/visas-immigration/work-visas>

*** You can check the validity/level of any overseas national's qualifications by contacting the National Recognition Information Centre for the United Kingdom (NARIC) www.naric.org.uk

Employment History & Gaps in Employment

To ensure our responsibilities for safeguarding children and young people are met you must ensure your employment history and reasons for any gaps are clearly detailed. This must be a full history going right back to your first employment, giving the month and year of each job. If this is incomplete and you are shortlisted for interview you will be asked to supply this before the interview date.

Private Health Care

After 6 months' employment you will be eligible to join our health care scheme provided by Vitality.

Use of AI

The use of AI to fill in your application form is strongly discouraged, if used this should be stated on the application form.

Data Protection

The information you provide on your application form and any subsequent information gathered in respect of your application will be held securely, in confidence and processed in accordance with the Data Protection Act 1998 and the new GDPR Regulations 2018.

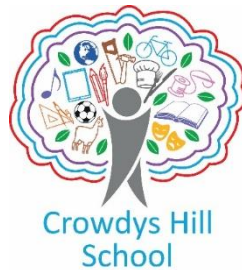
The information you provide will be used in the following ways:

- To assess your suitability for the post
- To confirm information you have supplied, with third parties, as considered appropriate
- To promote, monitor, and act to ensure our recruitment policies, procedures and processes comply with legislation, our Employment Equality Policy and associated strategies and plans
- To answer requests for information made under the Freedom of Information Act 2000 or related legislation
- It will only be disclosed where lawful obligation applies

Applications and related information in respect of successful candidates will be held securely on computerised and/or manual filing systems in accordance with the Data Protection Act 1998 and the new GDPR Regulations 2018.

All successful candidates must complete a 5-month probation period.

Full details available upon request.



Job Description & Person Specification

Communication Support Worker

Salary	NJC Grade L4 – full time salary - £27,765 – salary paid pro-rata
Phase	Primary
Hours	8.15am – 3.30pm – Monday – Friday, term time plus holiday pay No part-time hours available.

Recruiting high quality, specialist staff is a critical part of our improvement process. Each member of our team has individual and specific responsibilities as well as fulfilling wider duties of care and education for our young people. Shared responsibility is the strength which underpins the successful promotion of Governing Body principles and the school's aims and objectives.

Our school, and the needs of the students on our roll, demands flexible, solution focussed and positive responses from all staff, who are expected to exercise individual initiative within a team framework. We are, therefore, seeking to employ an outstanding professional to work as part of a team to promote the educational development of our students.

As a CSW, you will be responsible for interpreting other people's speech into BSL for the deaf child and for voicing-over the deaf child's signing for hearing children/adults within a classroom of hearing peers and adults. You will also support the deaf child with their learning and any other needs. In addition, you will be expected to play an active role in the class and wider school and to use your skills for the benefit of all children (deaf or hearing) whenever the deaf child does not need support – for example by assisting other children with their individual learning and needs, assisting with group work, supporting the teacher with classroom management, helping to set up/tidy away equipment, etc

Job Description

- Provide communication support to support mutual understanding and access to learning and inclusion, e.g. signing everything for the deaf child/ren that hearing adults and children say; voicing-over/repeating deaf children's signed/spoken communications for hearing adults and peers
- Using Signed English/Sign Supported English to support children's understanding and development of English
- Using visual phonics to support phonics/literacy development (if required)
- Have a good understanding of the meaning of English grammatical terms (as required by the National Curriculum 2014)
- Demonstrate good grammar and spelling skills in your own writing
- Support children in accessing the Curriculum
- Support other staff and children in understanding the needs of the deaf child

- Support each child according to their particular communication and learning needs, taking into account: their relative strengths in BSL, SSE and English; their dominant language (including any change over time); their age, ability and aptitude; any additional needs; and directions from the Teachers of the Deaf or SALT team
- Adjust the level/type of support provided according to the needs of the child, e.g. filling in gaps in pupils' background knowledge, relating new information to previous learning, teaching new vocabulary, working through tasks with pupils, or repeating/reinforcing information
- Read through lesson plans in advance of lessons to ensure understanding of the content, teaching objectives and tasks, and knowledge of required signs
- Make effective use of any time made available for lesson preparation, designated or otherwise
- Have high expectations of what deaf children can achieve
- Ensure that children's successes and difficulties with tasks and learning are fed back to the class teacher
- Ask for advice if a child is experiencing difficulty with any aspect of learning, social interaction or behaviour
- Share effective support strategies with other staff
- Make use of available resources to develop the effectiveness of support, including asking other staff if there are agreed signs for particular vocabulary/concepts, or if there are particular approaches that work well with a child
- Support children in carrying out tasks set by the class teacher or a Teacher of the Deaf
- Encourage deaf children to develop appropriate independence re working, socialising and playing
- Help prepare or organise learning resources when required
- Accompany children on school trips to provide communication access, supervision and learning support
- Follow advice provided by multi-agencies for individual children, e.g. from speech and language therapists, occupational therapists, physiotherapists, advisory teachers
- Under the guidance of a Teacher of the Deaf, assist in the management of children's audiology equipment, including hearing aids, cochlear implants and radio aids; promoting their use in class and reporting any problems to a Teacher of the Deaf
- Support the interim/annual review process by contributing information to reports via verbal feedback to the Class teacher and Teacher of the Deaf.
- Write a brief message in the child's home-school book each day to keep parents informed of what their child has done at school
- Support hearing staff and children in acquiring and using BSL skills and in becoming Deaf aware
- Support deaf children in acquiring and using spoken English (where appropriate) and in becoming 'hearing aware'
- Support deaf children in their development of a positive self-image, good self-esteem and independence
- Be committed to Continuing Professional Development

Person Specification
Essential Criteria
Hold at least British Sign Language Level 2 or above
GCSE/O-Level English Language & Maths at grade C or above
Hold qualifications in educational and appropriate vocational and communication skills
Ability to use visual phonics or willingness to learn if required
Ability to use Signed English or willingness to learn
Experience of working with deaf children in some capacity
Understanding of sign bilingualism
Strive to develop and constantly update professional skills in order to provide the highest level of support for deaf learners
Excellent behaviour management strategies
Good skills in ICT
Ability to develop positive and effective relationships with students, staff and parents/carers
Demonstrate a good level of both written and verbal communication
An application form filled in without the use of AI (i.e Chat GPT, Co Pilot etc)
Be able to set personal boundaries with students
Effective team work within the organisation including being supportive of colleagues
Be reliable and adaptable
High level of integrity, honesty & fairness with sensitivity to the needs of the pupils with disabilities
Demonstrate high levels of energy and good humour with full dedication and commitment to Crowdys Hill School
Demonstrate effective time management skills
Readiness to reflect on, evaluate and improve practice
Be trustworthy and discreet, maintaining confidentiality
Ability to support students across all phases if needed (Primary, Secondary & Sixth Form)
Work through lunchtimes (comfort breaks allowed as directed)
Be committed to own professional development showing willingness to undertake relevant training
Be able to fulfil the statutory requirements of a satisfactory Enhanced Disclosure and Barring Service disclosure and Independent Safeguarding Authority Registration
Desirable Criteria
Excellent skills in written and spoken English
British Sign Language 4/6 (or equivalent)
Experience of working in a primary school environment
Experience of working with deaf children in Foundation Stage, Key Stage 1 and/or 2 settings
Understanding of the potential impact of deafness on language and literacy development, social interaction and independence
Experience of implementing IPP/IEP programmes
Experience of managing hearing aids, cochlear implants and radio aid systems
Have good sense of humour
Be reliable, trustworthy, flexible, creative, approachable and have a caring manner
Have good interpersonal skills
Be able to take direction, follow instructions and ask for help when needed

These criteria will be assessed via application, references and interview.

Crowdys Hill is committed to safeguarding and promoting the welfare of children and young people and postholders will be subject to background, online, health, children's barred list and Enhanced DBS Checks and obtaining satisfactory references.

You must be fluent in the English language (as a requirement of Part 7 of the Immigration Act "for the effective performance of a customer-facing role").