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LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER



CHILDWALL
SPORTS &
SCIENCE ACADEMY

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Applicant Information Pack

Communication & Interaction Inclusion Lead

Childwall Sports & Science Academy



Start Date:	As soon as possible
Closing Date:	5:00pm, Sunday 21 June 2026
Shortlisting:	Monday 22 June 2026
Interview Date:	Wednesday 24 June 2026
Post Scale:	NJC SCP 36 - 38
Salary:	£47,181 - £49,282 FTE Pro Rata £40,943 - £42,766
Contract Term	Full Time/Term Time plus INSET days Permanent



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Welcome from the Headteacher



Dear Applicant,

Thank you for your interest in the position of Communication & Interaction Inclusion Lead. This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. We hope it answers all of your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application.

Childwall Sports & Science Academy is a vibrant, ambitious and multi-cultural school. Our ambition is to be 'outstanding' in all areas and welcome your application to be part of that journey.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Childwall offers a friendly, welcoming and enriching environment for all, including those who work, visit and study here.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

Our people are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level to senior leadership.

If you feel you are up to the challenge, keen to do well and would enjoy working at Childwall Sports & Science Academy, then please apply.

We do hope you are that special person we are looking for and we look forward to hearing from you.

Warmest wishes,

Dr A Thomas
Head of School

About Us

Our **mission** is to engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passions. We aim to **Engage, Enable** and **Empower** all learners, young and old, across Lydiate Learning Trust to ensure our schools are outstanding.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.

Our Aims

We pride ourselves on our values and always try to do what is right, so that all learners reach their full potential, regardless of their starting point.

ENGAGING

1. Engaging with all learners, breaking down barriers, to develop an intrinsic love of learning.
2. Engaging with staff so that they are highly valued and listened to.
3. Engaging with families so they can work alongside their child and school on the learning journey.

ENABLING

1. Enabling all of our staff, and those in other academies, to reach their potential through effective CPDL, providing first class quality experiences for all.
2. Enabling a happy, safe, supportive environment for all.

EMPOWERING

1. Empowering learners to take personal responsibility for their future, with a lifelong love of learning.
2. Empowering learners with the tools for academic success and happiness.
3. Empowering learners to develop the self-esteem and confidence which are necessary for a full and happy life.
4. Empowering learners to have a pride in their work, respect for their surroundings and good relationships with others at school and in the local and wider community.
5. Empowering leaders at all levels to lead ethically, with high levels of perseverance, proficiency and integrity.
6. Empowering the wider community to work alongside us to our mutual benefit.

We can we offer you

At Lydiate Learning Trust, we take pride in our inclusive culture. We believe in recruiting talented and capable individuals, developing them to achieve their career ambitions, and thereby engaging, enabling, and empowering our young people. Our staff play a crucial role in ensuring the future success of our students and our Trust. We are proud to have created an environment that prioritises young people and fosters growth and development for all.

Lydiate Learning Trust is forward-thinking, and if you join our team, your professional development will be as important to us as it is to you. We aim to equip our staff to deliver their best by offering a generous benefits and training package. We offer:

- ❖ A future vision map and professional development
- ❖ A highly competitive salary
- ❖ A staff development programme and appropriate CPDL
- ❖ Excellent occupational health and employer assistance programme
- ❖ Cycle and Technical salary sacrifice scheme
- ❖ Family friendly policies
- ❖ Union recognition
- ❖ A friendly Trust which looks after the wellbeing of its staff
- ❖ Coaching (internal and external to the Trust)
- ❖ A high quality and supportive onboarding programme
- ❖ A modern and relevant approach to appraisal
- ❖ Annual Flu Jobs
- ❖ An excellent Pension Scheme
- ❖ Personal recognition and reward

Safeguarding

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment and maintain a vigilant and safe environment.

All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures. All posts are subject to an enhanced DBS check and medical clearance.

Equal Opportunities

Lydiate Learning Trust is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

To assist us in monitoring the operation of our equal opportunities policy, and for no other reason, please ensure you complete the Equal Opportunities Form during the application process.

How to apply

If you are interested in joining us on our journey, please apply by completing the online application form on our [career site](#).

Job Description – Communication & Interaction Inclusion Lead

Purpose	The Communication and Interaction Inclusion Lead will provide expert support and leadership in the development and delivery of provision for students with diagnosed and undiagnosed Communication and Interaction SEND, including Autism Spectrum Conditions (ASC) and Speech, Language and Communication Needs (SLCN). Based at Childwall Sports and Science Academy, the role will also support schools across the Lydiate Learning Trust to enhance inclusive practice, improve student outcomes, and build staff capacity.
Location	Childwall Sports and Science Academy (with responsibilities across Lydiate Learning Trust)
Reporting to	SENDCo / Trust SEND Lead
Salary	NJC SCP 36 - 38
Working Time	37 hours per week with 30-minute unpaid lunch break. Monday-Thursday 8:00am –4:00pm / Friday 8:00am –3:30pm

Key Responsibilities SEND Specialist Support

- Assess, advise, and support students with Communication and Interaction SEND, including those with ASC and SLCN, in all schools across the Trust.
- Following consultation with the school SENDCo, work directly with students to deliver targeted, evidence-based interventions tailored to individual needs, promoting communication, social interaction, and engagement.
- Develop and maintain detailed, person-centered plans and records to monitor progress and inform EHCP reviews and updates, in line with the graduated approach at each school.
- Support students both in school and, where appropriate, in-home settings to encourage engagement and communication.

Trust-Wide Development and Leadership

- Provide training, coaching, and professional development for staff across the Trust to enhance understanding and effective support for Communication and Interaction SEND.
- Collaborate with Senior Leadership Teams, SENDCos, therapists, and external agencies to share best practice and develop consistent, high-quality provision.
- Contribute to Trust-wide SEND strategy and initiatives aimed at improving outcomes for students with communication and interaction needs.

Partnership and Communication

- Build positive, collaborative relationships with students, families, school staff, and external professionals to ensure a holistic approach to SEND provision.
- Participate in multi-agency meetings, contributing specialist knowledge to support decision-making and planning.
- Use digital platforms (e.g., Teams, Zoom) to facilitate communication, training, and support across the Trust.

Quality Assurance and Reporting

- Maintain high-quality records and documentation, ensuring compliance with confidentiality and data protection standards.
- Monitor and evaluate the impact of interventions and support strategies, providing regular reports to school leadership and Trust SEND Lead.
- Contribute to the development and review of Trust policies related to SEND and Inclusion.

The above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.

Person Specification – Communication & Interaction Inclusion Lead

Qualifications & Training	
• Relevant qualifications in SEND, Autism, Speech and Language Therapy, or related fields (e.g., NVQ Level 3 Teaching Assistant, Health, Education or Social Care qualification).	D
Experience	
• Experience of working with children and young people with Communication and Interaction SEND, including ASC and SLCN, in educational settings.	E
• Experience of training and coaching other staff to develop practice for support SEND in the education settings.	E
• Experience of chairing multi-agency meetings and contributing to EHCP processes.	D
• Experience delivering training and professional development to school staff as well as parents and carers.	D
Skills/Knowledge/Aptitudes	
• Understanding of risk assessment procedures, particularly when working in home environments.	D
• Knowledge of the National Curriculum and statutory SEND frameworks.	D
• Ability to assess needs, set clear, measurable targets, and deliver personalised interventions.	E
• Strong communication and interpersonal skills, with the ability to engage effectively with students, families, staff, and external agencies.	E
• Competence in using digital tools and platforms for communication, training, and record-keeping.	E
• Excellent organisational skills, with the ability to maintain detailed, accurate records and manage multiple priorities.	E
• Commitment to promoting inclusion, equality, and person-centred approaches in line with the SEND Code of Practice.	E
• Ability to work independently and collaboratively within a multidisciplinary team.	E

<ul style="list-style-type: none"> Significant experience in safeguarding leadership as role of deputy or Designated safeguarding lead. 	E
Other Requirements	
<ul style="list-style-type: none"> The role requires regular travel across the Lydiate Learning Trust schools. Willingness to travel between schools within the Trust and work flexibly, including occasional training outside normal hours. Full driving license and access to own transport with Business Insurance. 	E
<ul style="list-style-type: none"> The post-holder will be expected to contribute to wider SEND and pastoral teams and support the Trust's commitment to staff wellbeing and professional development. 	E
<ul style="list-style-type: none"> The Communication and Interaction Inclusion Lead will uphold the highest standards of safeguarding and confidentiality in all aspects of their work. 	E
Essential Requirements (*following an initial offer of appointment)	
<ul style="list-style-type: none"> Positive recommendations from all referees, including current employer 	E
<ul style="list-style-type: none"> Enhanced DBS 	E
<ul style="list-style-type: none"> Medical clearance * 	E