



St Peters

CE Primary and
Nursery School

Communication Support Worker - BSL Trained

**Recruitment Pack
Closing Date:
Monday 8th June 2026**





Dear Colleague,

St Peter's is a well-established and popular Church of England school in the quiet town of Wem. We pride ourselves on fostering strong relationships with parents, carers and all stakeholders; enabling us to ensure our children receive the best education possible.

Our vision is simple – for all our pupils to dream, believe, achieve and flourish.

We were inspected under the SIAMS Framework in October 2025 and they said,

“The vision and associated values are embedded into the daily life of St Peter's school. Pupils demonstrate a secure understanding of how they can live out the vision through the analogy of 'being a shining light'. Driven by the ambitious vision, leaders prioritise flourishing for staff and pupils. This helps to foster a sense of a nurturing community with shared goals.”

We seek a communication Support Worker with BSL to work alongside a reception child, whilst the school is in receipt of funding and the child is in attendance at our school. The support would continue through school.

We are a warm, welcoming, and supportive team, and our learners are enthusiastic and happy. They are proud of their school and the right person to fill this vacancy will demonstrate a passion for providing the very best education for our children and will embody our school values.



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Post Title: Communication Support Worker - BSL Trained

Reporting to: Head and Deputy Head

Salary: Grade 6 Points 8-11, £13.90 to £14.59 per hour, 30 hrs per week, term time only - £18,181.20 - £19,083.72

Hours: 30 hours per week, 1 year Fixed Term , Term time only

Location: St. Peter's CE Primary School, Wem

Core Purpose of Role:

- To provide learning and communication support for an individual pupil with special educational needs (SEN) to help work towards the outcomes on their education and health care plan (EHCP). This will involve working with the teacher to plan and deliver activities and supporting the pupil access to both learning and the wider school environment.
- Work under the guidance of the teaching staff to support access to learning for pupils and to assist the teacher in the management of pupils and the classroom, including support for individual Education Health Care Plans (EHCP's). This will include the preparation and routine maintenance of resources / equipment. Work with pupils will be carried out in or out of the classroom

Principal Duties and Responsibilities:

Support for Pupils

- Facilitating communication between the pupil, their peer group and staff, and helping the pupil continue to develop communication, language and social skills.
- Supporting pupil access to the learning environment and fostering independence with the aim of enabling access to the curriculum and facilitating full inclusion into school life.
- To work with a pupil who is deaf to access mainstream lessons, individual sessions when required and other school activities such as educational trips and visits.
- Supporting a pupil to facilitate access to the teaching and learning environments and to achieve their objectives on Education Health and Care Plans.
- Establishing productive working relationships with pupils, acting as a role model and setting high expectations for engagement, learning and behaviour.
- To facilitate access to the language of the curriculum using the young person's preferred mode of communication (British Sign Language).
- Communicating, modifying and clarifying language within the classroom environment, using BSL, as advised by the Teacher of the Deaf.
- Following up the introduction of key concepts and new vocabulary, checking understanding: re-explaining ideas; note taking; modifying and summarising ideas and information.
- To represent the Teacher of the Deaf in the mainstream class, and, if required, to reinforce best practice for pupils with hearing impairment with respect to communication and access while acting in this capacity.
- To negotiate strategies for supporting deaf pupils with HI with individual class teachers should communication or access issues arise.
- Supporting the development of pupils' communication and language skills; giving good language models; using clear voice and good spoken both in BSL and written English language as appropriate.



- To help pupils in relationships with peers, facilitating communication whilst recognising the need to be sensitive to the children/young people; helping to build pupil self-esteem and confidence.
- Facilitating communication between the pupil and mainstream staff including interpreting for the pupil.
- Promoting independence and employing strategies to recognise and praise/reward achievement of self-reliance.
- Preparing work and learning materials for the pupil following guidance from the Teacher of the Deaf, class teacher and taking account of the child's interests, language ability and cultural background.
- Monitoring and evaluating pupil responses to learning activities; providing feedback to the pupil.
- Using ICT effectively to support learning activities and develop pupil competence and independence in its use.

Working with staff, parents/carers and relevant professionals

- To communicate effectively with other agencies/professionals, in consultation with teachers, to support achievement and progress of pupils.
- Supervision of children during lunch time periods, as agreed.
- To be involved in deaf awareness training for children, staff and others who may request this.
- Contribute to reports and review meetings as requested.
- Maintain good and appropriate links/communication with families and other supporting professionals including record keeping.

Support for the school

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure that pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos / work / aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Assist with the supervision of pupils out of lesson times, including before and after school and at lunchtimes.
- Accompany teaching staff and pupils, as appropriate, on visits, trips, and out of school activities, and take responsibility for a group under the supervision of a teacher.

Other Responsibilities

- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos/work/aims of the school
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings as required Participate in training and other learning activities and performance development as required.



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Person Specification

Safeguarding

- Be aware of and comply with safeguarding responsibilities as outlined in the school's Staff Code of Conduct and related policies and procedures. This may include reference to Shropshire Career Pathway Safeguarding JD for school staff.

Data Protection and other statutory responsibilities

- Be aware of and comply with data protection responsibilities as outlined in the school's Staff Code of Conduct and related policies and procedures. This may include reference to in the Shropshire Career Pathway Data Protection JD for school staff. 8. Other Duties

Other Duties

- Any other duties that the Headteacher/ CEO/ Governing Body/ Trustees feel is commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

Qualifications

- **Essential:** 5 GCSE's or equivalent, including Maths and English
- **Desirable:** Teaching Assistant NVQ Level 3 or have completed training of a similar standard.
- **Desirable:** First Aid qualification



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We are committed to developing our staff and to providing opportunities for growth. We want to encourage the career progression of our employees wherever possible, and support staff who wish to move between our schools and the Shared Services Team when suitable roles arise. We also offer secondment opportunities when available.

At Empower Multi-Academy Trust you would be working alongside excellent leaders in education, each with specific areas of expertise. We offer Middle and Senior Leadership development programmes, professional support networks and career development pathways for staff at all levels. In addition, we also have mentoring and coaching programmes, peer learning, internal and external CPD opportunities.



Health and Wellbeing Services

Working in education is a challenging job and the health and wellbeing of our staff is high on our agenda and a key priority. We have several Trust wide wellbeing initiatives that offer support and guidance for our workforce:

- A Trust Wellbeing Strategy and Charter outlining our commitment to staff wellbeing.
- At least one trained Mental Health First Aider in every location, helping to embed our belief that physical and mental health hold equal importance.
- A network of Mental Health First Aiders and Mental Health Leads who provide support, guidance, and signposting to colleagues across the Trust.
- A Future in Mind network representing all our academies, who signpost staff to wellbeing support and information, and ensure staff voice is heard.
- A designated Trustee sponsor whose role is to ensure staff wellbeing remains a priority
- Wellbeing is a discussion item on each Trustee / Local Governing Body meeting agenda
- Dissemination of annual staff wellbeing questionnaires to inform future actions
- Active engagement in national and international awareness days
- Working towards the Mental Health and Work Commitment and the Education Staff Wellbeing Charter.

Take a look at our employee benefits [HERE](#)





What we can offer you

Our Vision and Values:



**ST PETER'S
CE PRIMARY & NURSERY
SCHOOL WEM**

Reflecting God's love for us all,
we strive to shine like a light in the world;
empowering each and every unique person to
dream believe achieve & flourish

*'In the same way, you should be a light for other people.
Live so that they will see the good things you do'*
Matthew 5:16 (NJB)

Join Empower Multi-Academy Trust - Where People Matter



EMPOWERMENT

We actively promote opportunities for every child, adult and school to influence their own practice and future.



POSITIVITY

We adopt a 'can do' attitude and an optimistic approach.



AMBITION

We encourage and support every child, adult and school to aim high to achieve their aspirations.



RESPECT

We are thoughtful and considerate to ourselves, others and the environment.



COLLABORATION

We work together to support everyone to achieve their aims.



INTEGRITY

We are honest, transparent and fair in everything we do.



Application & Selection Process

Please complete the online application form in full and submit with a supporting letter detailing how your skills, experience and attributes demonstrate your sustainability for the role.

Applications should be sent to Michelle Harrington, Director of People & Culture, via the My New Term platform.

The closing date for applications is: Midday Monday 8th June 2026

Interviews will be held on: Monday 15th June 2026

Selection Procedure:

Successful candidates will be invited to interview on Monday 15th June 2026

More detailed information about the interview process will be provided to shortlisted candidates.

Safer Recruitment:

Empower Trust is committed to safeguarding and protecting the welfare of children and expects all staff and volunteers to share this commitment. As part of our recruitment process all successful candidates will be subject to a Disclosure and Barring Service check along with other relevant employment checks.

On the day interview:

All applicants will be required to bring in a minimum of three pieces of identification which verify their name, date of birth and current address., one of which must be a form of photographic identification.

The following are acceptable:

- Valid passport, birth certificate or driving licence
- Additional proof of address such as a recent utility bill, council tax bill or bank statement (at least two are required and should be dated no more than three months ago)

Applicants will also need to bring their qualification certificates.

Appointments are subject to the receipt of satisfaction references. References will be sought from the current employer and gaps in employment history followed up.

Data Protection:

You should be aware that the information you provide will be stored at Empower Trust and will not be passed to any third party. Please also refer to our Recruitment Privacy Notice.



PRIVACY NOTICE - JOB APPLICANTS

This privacy notice advises job applicants of the Trust's commitment to data protection responsibilities of privacy and confidentiality relating to the collection and processing of their personal information.

We collect and process your personal data as part of the recruitment process in relation to the role you are applying for. All Headteachers and Managers involved in the recruitment process have responsibility for ensuring that applicants' personal information is held and processed in the correct way.

What is personal information

Personal information is any information that relates to you and can be used directly or indirectly to identify you, such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person (GDPR article 4).

Special categories of personal data means information about an individual's racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sex life or sexual orientation and biometric/genetic data (GDPR article 9).

Legal Basis for Using Personal Data

We collect personal data only for specified, explicit and legitimate purposes, whether or not by automated means, such as collection, recording, storage, retrieval, use, disclosure, dissemination, erasure, or destruction (GDPR article 4).

1. We process personal data lawfully, only where it is adequate, relevant, and limited to what is necessary for the purposes of processing.
2. We keep accurate personal data, only for the period necessary for processing, and take all reasonable steps to ensure that inaccurate personal data is rectified or deleted without delay.
3. We adopt appropriate measures to make sure that personal data is secure, and protected against unauthorised or unlawful processing, accidental loss, destruction, or damage.
4. We do this to ensure a candidate is suitable for the role and to make sure reasonable adjustments can be made for those applicants who have a disability.
5. Processing of personal data ensures that a fair recruitment process has taken place.

We will not process personal data of applicants for reasons other than the recruitment and selection process. Where we process special categories of personal data or criminal records data to perform obligations, this is done for legal reasons. We will update personal data promptly if an applicant advises that his/her information has changed or is inaccurate.

To operate an effective recruitment process, we will collect and store personal information you submit as part of the application process. By submitting your personal information, you are consenting to us using it in accordance with this policy. You are under no obligation to provide your consent for the organisation to hold your data out-side of the recruitment process. If you do not consent to the organisation holding, processing, and sharing your personal data during the recruitment process, we may not be able to process your application.

In some cases, the organisation will need to process data to ensure that it is complying with its legal obligations. For example, we must check an applicant's entitlement to work in the UK.



What data do we hold on you?

The personal data we hold regarding you can include, but is not limited to, information such as:

- Your name and address.
- Email address and telephone number.
- Date of birth.
- Equal opportunities monitoring information.
- Your nationality and entitlement to work in the UK.
- National insurance number.
- Information about your current salary and benefits.
- Qualifications and skills.
- Work experience and employment history.
- Information about your criminal record.
- Disability status to enable us to make any reasonable adjustments throughout the recruitment process.

Any applicant wishing to see a copy of the information about them that we hold should contact the organisation

Who can access your personal data?

Your personal data may be shared internally with other members of staff involved in the recruitment process for them to perform their roles. Throughout the recruitment process we maintain strict confidentiality and only process and retain personal data of unsuccessful applicants for up to 12 months before being deleted or destroyed.

How do we protect applicants' personal data?

Our servers and storage systems are based in the UK and we have ensured that appropriate safeguards are in place to protect your personal data.

We take the security of your personal data very seriously. Internal policies and controls are in place to try to ensure that data is not lost, accidentally destroyed, misused, or disclosed, and is not accessed except by our employees in the performance of their duties. Where we engage third parties to process personal data on our behalf, they do so based on written instructions, are under a duty of confidentiality and are obliged to implement appropriate technical and organisational measure to ensure the security of data. For example, we ensure that we use encrypted devices, uses passwords, virus protection and has firewalls.

What rights do you have in relation to your information?

You have the following rights in relation to your personal data: -

- The right of access to the personal data and supplementary information. This right is to enable you to be aware of and verify the lawfulness of the personal data we are processing.
- The right to rectification. This right allows you to have personal data rectified if it is inaccurate or incomplete.
- The right to erasure. This is also known as the 'right to be forgotten'. This is not an absolute right and applies in specific circumstances.
- The right to restrict processing. The right applies in circumstances where, for example, the data subject contests the accuracy of the data or challenges the public interest or legitimate interest basis. Further guidance can be obtained from the ICO's website.



- The right to data portability. This allows individuals to obtain and reuse their personal data for their own purposes.
- The right to object. Individuals have the right to object to:
 - Processing based on legitimate interests or the performance of a task in the public interest / exercise of official authority.
 - Direct marketing
 - Processing for scientific / historical research and statistics.
 - Rights in relation to automated decision making and profiling.

Further guidance and advice on the above rights can be obtained from the ICO:

<https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulationgdpr/individual-rights/>

This policy may be subject to change, and any changes. We recommend that you check the Privacy Notice each time you submit an application. If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance by contacting the Data Protection Officer on admin@empowermat.co.uk Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns> to raise any issues you have.

