



Recruitment Pack

COGNITION & LEARNING INTERVENTION LEAD

APRIL 2026

Grade 5, Point 12-17

34.25 hours per week, Term time only.

Actual salary £22705 - £25182

<https://mynewterm.com/jobs/146367/EDV-2026-CHA-71616>



Vision

To achieve academic excellence, develop character, and raise aspirations for all at **Castle Hall Academy**



**Academic
Excellence**



**Develop
Character**



**Raising
Aspirations**

Key Drivers



Heart

Developing a
strong moral
compass



Mind

Developing our
capacity to
think



Communication

Communicating with
people and cultures
outside of ourselves

Mission

To become an academy
‘where hearts and minds connect’



Academic Excellence



Developing Character



Raising Aspiration

At Castle Hall we work hard every day to deliver academic excellence, develop character and raise aspirations in everything we do. We exist to tackle educational disadvantage. We have high expectations of students and staff and strive to become better every day creating exceptional learners.

The SEND department is a high performing team with strong values, work ethic and mutual sense of purpose. The team care about the little things, enjoy collaborative working and share unrelentingly high standards.

We have invested significantly in our buildings and environment in recent years with upgrades to all teaching rooms, new heating and windows as well as refurbishment to our science block and a brand-new gymnasium.

We value staff wellbeing and are constantly seeking ways to support and develop our staff body. We have no staff meetings outside of the Academy Day and also, have a 1:25pm finish on a Friday.

I am proud to be Headteacher at Castle Hall Academy. I believe that all students deserve access to a world-class education. We have worked hard over the last 5 years to improve the provision for our students and community and the students at Castle Hall are now making excellent progress. I tell students frequently how lucky I am to be part of such a fantastic Academy with amazing students, if you too would like to be able to say the same then Cognition and Learning Intervention Lead could be the job for you!



Paul Brook
Headteacher



Academic Excellence



Developing Character



Raising Aspiration

High expectations of students...

We have high expectations of our students and expect them to be displaying the characteristics of good learners at all times to ensure success in all aspects of their life at Castle Hall Academy.



Characteristics of Exceptional Learners



Reasoning

I ask questions about my learning and independently work things out for myself.



Resilience

When things get challenging, I never give up and learn from my mistakes.



Responsibility

I choose to do the right thing even when nobody is watching.



Respect

My behaviour is exceptional. I show respect for all in my community.



Reflection

I take every opportunity to review and develop my learning and behaviour.

Work hard, be kind and follow staff instructions - everybody, everyday



Academic Excellence



Developing Character



Raising Aspiration

Job Description

Cognition & Learning Intervention Lead

Purpose

To design, coordinate, deliver, and evaluate high-quality interventions, both 1:1 and in small groups, that improve outcomes for pupils with special educational needs and/or disabilities (SEND), ensuring barriers to learning are reduced and pupils are supported to make progress academically, socially, and emotionally.

Responsibilities:

- Work with the SENCo and wider SEND team to identify pupils requiring targeted interventions.
- Plan, deliver and oversee evidence-based interventions, primarily focusing on Cognition and Learning with our students who are working significantly below age-related expectations.
- Adapt interventions to meet the diverse needs of individual pupils.
- Track, assess and record impact of interventions using both qualitative and quantitative measures.
- Monitor attendance, engagement and progress of pupils in intervention groups in order to ensure that interventions are purposeful and effective.
- Build positive, trusting relationships with pupils to foster confidence and independence.
- Work closely with the wider school to support students' academic, social, and emotional development.
- Support the SEND team in creating and maintaining the school's SEND provision map.
- Liaise with parents, carers and other key stakeholders as needed.
- Work with the wider staff body to safeguard all children, being mindful of the increased vulnerabilities of students with SEND.
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.
- Attend meetings/training and carry out tasks and duties as specified on the academy calendar.
- Consistently implement all academy policies.
- Contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Headteacher.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.



Academic Excellence



Developing Character



Raising Aspiration

Person Specification

Cognition & Learning Intervention Lead

	Essential	Desirable
Experience of working with children and young people with SEND in a school or similar setting.	X	
Strong knowledge of intervention strategies and approaches for a range of SEND.	X	
Ability to and experience of planning, delivering and evaluating targeted interventions.	X	
Excellent communication and interpersonal skills with pupils, staff, and parents/carers.	X	
Organisational skills to manage multiple interventions and track progress.	X	
Empathy, patience and resilience.	X	
Ability to work collaboratively as a team.	X	
A willingness to learn.		
Qualification in a relevant field (e.g., HLTA, specialist SEND training, degree in education/psychology).		X
Knowledge of specific intervention programmes (e.g., Lexia, Precision Teaching, Zones of Regulation, Speech & Language programmes).		X
Experience in training or mentoring other staff.		X
Familiarity with statutory SEND processes (EHCPs, annual reviews, graduated approach).		X
Understanding of safeguarding in the context of SEND.		X





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Academic Excellence



Developing Character



Raising Aspiration