



**LYDIATE
LEARNING
TRUST**

ENGAGE, ENABLE,
EMPOWER



**CHILDWALL
SPORTS &
SCIENCE ACADEMY**

LYDIATE
LEARNING TRUST

Applicant Information Pack

SEND Learning Support Assistant

Childwall Sports & Science Academy



Start Date:	01 September 2026
Closing Date:	8:00pm, Monday 06 July 2026
Shortlisting:	Tuesday 07 July 2026
Interview Date:	Friday 10 July 2026
Post Scale:	NJC SCP 3
Salary:	£24,796 FTE / Pro Rata £21,517
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 SEND Learning Support Assistant. 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 – SEND Learning Support Assistant

Purpose	<ul style="list-style-type: none"> To provide learning and care support for an individual student with special educational needs (SEN) to help them to work towards the outcomes on their education and health care plan (EHCP) To work with the student’s teacher(s) to plan and deliver activities To support the student with routines, transitions and behaviour management
Reporting to	SENCO
Salary Scale	NJC SCP 3
Contract	Full Time/Term Time Only plus 5 INSET days / Permanent
Working Hours	<p>37 hours per week (includes 30 minutes unpaid lunch break)</p> <ul style="list-style-type: none"> Monday – Thursday 8:30am -4:00pm Friday 8:30am – 3:30pm
Main Duties & Responsibilities	<ul style="list-style-type: none"> To maintain a good level of communication within SEND team. To work 1:1, in small groups and in classes with identified SEND students. Implement planned learning activities, numeracy and literacy interventions for students, adjusting activities according to student’s responses and teacher consultation as appropriate. Promote positive student behaviour and role model effective communication skills and behaviour. Promote literacy and numeracy and develop a love of learning. To complete reflection paperwork on student progress. Use Synergy to monitor and record student activities as appropriate writing records and reports as required. To attend weekly pastoral and teaching and learning briefings. Liaise with other staff and provide information about student as appropriate to ensure attendance at intervention. To supervise students at break-times and lunchtimes as per rota. To complete pupil profile documents and review pupil progress. To record SEND interventions on Synergy. To contribute to the SEND School Improvement Plan. To maintain a professional environment, supporting students with learning and behavior. To offer at least one extracurricular activity per week. To run group sessions for vulnerable pupils. To monitor the impact of interventions and report half termly. To engage in relevant SEND CPDL.
General Duties	<ul style="list-style-type: none"> Be aware of and support difference to ensure the student has equal access to opportunities to learn and develop. To understand and apply Academy policies in relation to health, safety and welfare. Attend relevant training and take responsibility for own development. To respect confidentiality at all times. To engage in the appraisal process, taking personal responsibility for identification of learning development and CPDL in discussion with line manager.

- To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace.
- Ensure that all duties and services provided are in accordance with the Academy's Equal Opportunities Policy.
- The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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 – SEND Learning Support Assistant

Personal Qualities	
• Experience of supporting and working with students with Autism/ASC	E
• A good general education including at least GCSE (or equivalent) in English and Maths.	E
• Ability to promote a positive ethos and role model positive attributes	E
• Experience of working as a KS4 Learning Support Assistant within a school or educational setting	D
• A high degree of computer literacy, particularly in Microsoft Office packages	E
• Very strong organisational and administrative skills.	E
• Interpersonal skills – the ability to build and maintain effective professional relationships.	E
• Highly developed communication and liaison skills	E
• Close attention to detail combined with the ability to work accurately even when under pressure.	E
• A high level of personal initiative.	E
• A responsive and flexible attitude to changing needs and demands.	E
Must be able to demonstrate	
• High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	E
• Ability to build and maintain successful relationships with students, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners	E
• Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice	E
• Able to liaise sensitively and effectively with parents and carers, recognising role in students' learning	E
• Able to improve their own practice through observations, evaluation and discussion with colleagues	E
Essential Requirements	
• Positive recommendation from all referees, including current employer.	E
• Enhanced DBS	E
• Medical clearance (following an initial offer of appointment)	E