

Application Pack

Inclusion Practitioner Childwall Sports & Science Academy

Start Date:	As soon as possible
Closing Date:	8:00am, Friday 06 December 2024
Shortlisting:	Friday 06 December 2024
Proposed Interview Date:	TBC
Post Scale:	NJC 19 - 21
Salary:	£31,067 - £32,115 FTE Pro rata salary £26,959 - £27,869
Contract Term	Full Time/Term Time plus 5 Days Permanent

HOW TO APPLY

To submit your application please use [TES Quick Apply](#)



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”.

We do this by...

- 1) Empowering individuals through learning;
- 2) Fostering a “can-do” attitude that leads to continuous improvement;
- 3) Producing confident young adults with high levels of perseverance, proficiency and integrity;
- 4) Encouraging families and our schools to work together to support student learning;
- 5) Providing a happy, safe, supportive environment where students can learn effectively;
- 6) Developing the whole child with a comprehensive offer of wider curriculum;
- 7) Engaging with our students to inspire, contribute and care;
- 8) Developing leadership at all levels for students, staff, governors and our communities;
- 9) Promoting an enterprise culture that creates close working partnerships with business and wider partners;
- 10) Committing to having honest conversations about our strengths and our opportunities for growth.

Our Values

Our values guide the decisions we make every day.

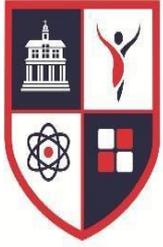
- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, 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.
- **COMMUNICATION** - Communicate effectively and listen to one another for understanding and compassion.

We Offer

At Lydiate Learning Trust we believe in recruiting talented, capable people and developing them to fulfil their career ambitions so that we Engage, Enable and Empower our young people. 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

Welcome



CHLDWALL
SPORTS &
SCIENCE ACADEMY

LYDIATE
LEARNING TRUST

Dear Candidate,

Thank you for your interest in the position of Inclusion Practitioner. 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.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J E Vincent'.

Ms J E Vincent
Headteacher
Childwall Sports & Science Academy

A handwritten signature in black ink, appearing to read 'A Stahler'.

Mrs A Stahler
Chief Executive Officer
Lydiate Learning Trust



Equal Opportunities

LLT 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 an [equal opportunities monitoring form](#) which can be found on our Careers Homepage.

Safeguarding & Enhanced DBS Checks

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expect staff to share this commitment and maintain a vigilant and safe environment. All posts are subject to an enhanced DBS check. All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures.

Job Description

Inclusion Practitioner

Purpose	To support students with SEND
Location	Childwall Sports & Science Academy
Reporting To	SENDCo
Salary	NJC scale 19 - 21
Contract Term	Full time/Permanent

Overall purpose of the job	<ul style="list-style-type: none">• To provide direct support to our educational setting and families with SEND children aged 0-19 by implementing support programmes and ensuring the implementation of direct support plans to enable the children to maximise their potential.• To observe, analyse, plan, and review the progress of SEND children. Advising guiding and instructing other professionals on intervention strategies to challenge and support them in raising standards of inclusive practice.
Main Duties and Responsibilities	<ul style="list-style-type: none">• To work under the guidance/instruction of teaching staff to undertake work/care/support programmes to enable access to learning for pupils and to assist the teacher in the management of students and engagement of SEND students in the classroom. Work may be carried outside the classroom or outside the main teaching area, if appropriate.• Work with individuals or small groups of students under the direction of teaching staff to support students with activities which support literacy, numeracy, and other skills• To deliver direct, hands-on, time limited and monitored interventions modelling appropriate techniques and strategies to promote the educational and social inclusion of students with SEND.• To maintain effective records of interventions, details of support provided and analyse, and present evidence related to targets, including case summaries after intervention are ended.• To work directly with their caseload of children and young people with SEND• To engage in individualised target setting, monitoring, and review.• To engage with observations of the children and young people to form the basis for the development of individual educational strategies and in family settings• To actively produce, implement, and evaluate practical resources and strategies to support a child's/young person's communication and thinking and access to the social and academic curriculum• To promote the philosophy/vision of the Trust, whereby communication is viewed as central to the culture of the organisation.• To understand and use a Person-Centred approach to support our students• To assist in the preparation of training and deliver training with peers or managers to support school improvement• To build the students' confidence and enhance self-esteem and actively seek to promote the academic, social, and emotional welfare of students• To implement behaviour management policies in accordance with guidance provided by the teacher · attend formal and informal meetings with teachers to contribute to planning lessons/ activities

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

Inclusion Practitioner

We are seeking an applicant who meets the following essential criteria and can achieve the desirable criteria	Essential	Desirable
Professional Qualifications		
Literacy Level 2 or equivalent or currently enrolled on Literacy level 2 qualification or equivalent and achieved by within 6 months	E	
Numeracy Level 2 or equivalent or currently enrolled on Numeracy level 2 qualification or equivalent and achieved within 6 months	E	
Level 2 recognised qualification in Additional Learning Support or equivalent e.g City & Guilds, Ptlls, Cert Ed, PGCE	E	
Level 3 recognised qualification in Additional Learning Support or willingness to work towards		D
Professional Experience/Specialist knowledge		
Interest in current issues & knowledge of Specific Learning Difficulties (SpLDs), disabilities	E	
Ability to support specific learning difficulties, disabilities as defined in 1.1	E	
Experience of working with young people and adults with varying levels/ranges of specific learning difficulties, disabilities, sensory impairments and social emotional/behavioural difficulties	E	
Good ICT/administration skills.	E	
Up to date and relevant CPDL record		D
Plan, implement and deliver intervention with small groups in class and individuals	E	
Experience of numeracy, literacy, and handwriting practise across KS3 to KS5.		D
Support students who have an Educational Healthcare Plan	E	
Support students with their SEND area of need within a classroom environment by offering adaptive approaches and strategies that will improve the outcomes for students in a lesson.	E	
Information gathering through various school systems to write progress reports for the students you will be working with.	E	
Knowledge & Understanding		
Knowledge of relevant legislation - in particular of the SEN Code of Practice, equal opportunities and disability discrimination legislation and how these apply to pupils with EHCPs as well as those without	E	
Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child.	E	
Knowledge of current educational issues and their relationship to the inclusion, behaviour support and Children's Services.	E	
Evidence of leading colleagues in current thinking in how children learn based on current educational research and thinking		D
High level of understanding of curriculum design and innovation, based on recent research into how children learn and preparing them for the future		D
An understanding of how establishing and operating links with parents supports children's learning		D

Knowledge of Inclusion within the secondary classroom and the effective adaptation of the curriculum to accommodate the needs of all		D
Support teaching staff by being familiar with subject learning plans and how they can be adapted to meet the needs of disadvantaged learners	E	
Personal Qualities & Skills		
Excellent communication and interpersonal skills	E	
Willingness to develop self and others	E	
Good organisational and administrative skills	E	
Ability to work as part of a team	E	
Awareness of Equal Opportunities issues	E	
Awareness of duty to safeguard young people and vulnerable adults	E	
Ability to build relationships of mutual trust and respect	E	
Ability to work with integrity at all times	E	
Demonstrate the ability to plan and lead creative learning opportunities for all	E	
Enthusiasm, confidence, energy and optimism for all children	E	
Warmth and approachability and nurturing approach towards children	E	
Willingness to engage in current educational research around SEND and inclusion	E	
Confidential References		
Positive recommendation from all referees, including current employer.	E	