



COMMUNICATION AND INTERACTION LEAD CANDIDATE PACK

GRADE 5



Sidney Stringer
Multi Academy Trust



Dear Candidate

Welcome to Ernesford Grange Community Academy and thank you for showing an interest in joining our team. This academy is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students and enjoying their work along the way.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools; Sidney Stringer Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Radford Primary Academy and Sidney Stringer Primary School.

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff.

Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve.

Developing our staff to be the best they can be in whatever field they choose is incredibly important and a variety of bespoke CPD opportunities is a key component of our continued improvement in high quality teaching and learning as we invest heavily in this aspect of school life. This year we are launching a new, vastly improved CPD package offering a variety of pathways alongside investment in NPQs, Masters accreditations and other external professional development opportunities. When you join the Ernesford team our mission is to keep challenging you to become even better than you ever imagined you could be!

Denise Burrows

Head Teacher

Ernesford Grange Community Academy

Our Vision, Mission and Values

OUR VISION

Excellence for All

OUR MISSION

To work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society.

OUR CORE VALUES

Respect . Determination . Kindness

Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students.
- SLT actually trust staff to work and do not micro manage everything.
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone.
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school.
- SLT listen to you and actually take on board suggestions on how to keep improving.
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

Communication and Interaction Lead

If you choose to work at Ernesford, you will be joining a dedicated group of professionals that are passionate about reducing barriers to learning for all students. Our academy is invested in ensuring our Inclusion Department is properly resourced in order to effectively support students at all stages of their journey. The Inclusion Department is made up of an experienced group of staff, leading the four strands of SEND, 3 SENCo's, a Specialist assessor, an EAL co-ordinator, a team of Learning Mentors and Learning Support Assistants, all overseen by an Assistant Headteacher leading on Inclusion. The team are also supported by a range of outside agencies, who work with our students, parents/families and staff team to develop our expertise and available provision.

We are seeking to appoint an enthusiastic, forward thinking individual, who will:

- Demonstrate their passion and drive to ensure students of all abilities are able to thrive.
- Work innovatively to continue the development of the support for all learners and their parents / families.
- Support the school in our vision of becoming a national leader in SEND provision and research.



Job Description

Communication and Interaction Lead

Responsible to: Assistant Head Inclusion

Grade: 5

Hours: 37 hours - Mon-Thurs 8:30am - 4:30pm, Friday 8.30am – 4.00pm
Term time only plus 5 days

Ernesford Grange Community Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

JOB PURPOSE

To lead on provision for, and monitoring of performance and progress of students with communication and interaction needs across the academy. This includes those on the neurodevelopmental / autism pathway and those requiring speech and language support.

QUALIFICATIONS AND EXPERIENCE:

- Ideally at least a level 2 qualification from the Autism Awareness Trust (or similar qualification) If not a willingness to complete training ASAP.
- Must have previous experience of working with students with a diagnosis of Autism.
- Ideally have previous experience of working with students with speech and language difficulties.
- An interest in neurodiversity and a willingness to undertake ongoing professional development.

SUPPORT TO SENCO

- Support the SENCO in arranging and delivering professional development and training for teaching and support staff.
- Contact and link with parents of students with communication and interaction needs.
- Assist with transition arrangements between KS2 and KS3.
- Support with referrals to and communication with relevant agencies regarding communication and interaction assessments.



Job Description

Continued

SUPPORT WITH THE CURRICULUM

- Plan and deliver relevant communication and interaction interventions with guidance from specialist agencies.
- Liaise with external specialists and disseminate relevant information and advice to staff.
- Participate in planning meetings between multiple stakeholders e.g. outside agencies, teaching staff, parents etc.
- Attend staff meetings and appropriate training sessions as required.
- Assist with the development and preparation of curriculum materials.

SUPPORT FOR STUDENTS WITH COMMUNICATION AND INTERACTION DIFFICULTIES (PRE AND POST DIAGNOSIS):

- Observe, assess and work with students presenting with traits of autism and speech and language difficulties both in lessons and at social times.
- Advise staff, as part of wave 1 provision, on reasonable adjustments they can make to support students with communication and interaction needs and review impact on a regular basis.
- Facilitation of Parent Groups / Drop-ins.
- Raise staff awareness of autism and speech and language difficulties and appropriate strategies to support with this.
- Coordinate with outside specialists to provide Autism and speech and language training for teaching and support staff.

- Devise and deliver 1:1 and group interventions with training and advice.
- Transition and progression support for Yr6 into 7 and for post 16 training, college or University, as required, from year to year.
- Completion of Sensory audits for sharing with staff.
- Coordinate wave 3 intervention and outside agency support.
- Lead buddy/mentor system using older students to support younger students.
- Oversee key worker programme including planning, training, coordinating and monitoring the staff involved.
- Provide support to help them to develop their understanding and strategies to support their children with communication and interaction needs.

OTHER DUTIES

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.

The benefits to being a colleague within Sidney Stringer Multi Academy Trust

- 100% attendance - 1 day off following year
- Occupational health and counselling support
- Cycle Scheme
- Free Flu jabs
- Long service awards
- Free access before and after school to fully equipped gym
- Potential to work across more than one school / phase if appropriate





How to Apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary School and Sidney Stringer Academy.

FUTHER INFORMATION

If you would like further information or to discuss the post in more detail then please contact:

Steph Lovick, Assistant Head Teacher leading on Inclusion:

slovick@egacademy.org.uk

For further details, an application form, and to apply, please visit our Website:

www.sidneystringertrust.org.uk

Please return completed application forms to the recruitment team at

recruitment@egacademy.org.uk

[No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: Monday 5th June 2023 at midday.

Interview date: TBC

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.

OUR VISION

Excellence for all

OUR CORE VALUES



RESPECT



DETERMINATION



KINDNESS