



Lead Teacher: Communication and Interaction Resource Base

Recruitment Pack

Watling Meadows Primary School

Central England Academy Trust

Welcome

Thank you for your interest in the role of **Lead Teacher for our Communication and Interaction (C&I) Specialist Resource Provision (SRP)** at Watling Meadows Primary School. This pack outlines our Trust context, the vision for our new SRP, and comprehensive details of the role, responsibilities and person specification.

This is a rare opportunity to be part of establishing a new provision from the beginning — collaboratively designing the environment, systems, culture and curriculum in alignment with Warwickshire County Council's SEND and Inclusion Strategy (2024–2029) and the Local Authority model for C&I SRPs.

C&I SRPs in Warwickshire support pupils with Education, Health and Care Plans (EHCPs) whose primary needs relate to autistic spectrum conditions (ASC) or speech, language and communication needs (SLCN).

The successful candidate will be a committed, knowledgeable practitioner with deep expertise in SEND, inclusive practice and communication and interaction needs — someone who can lead provision and model exceptional practice across the school.

About Central England Academy Trust

Central England Academy Trust (CEAT) is a collaborative family of schools committed to high expectations, inclusion and professional generosity. We provide:

- A strong culture of evidence-informed practice
- Trust-wide professional networks
- High-quality development opportunities
- A commitment to staff wellbeing and fair workload

About Watling Meadows Primary School

Watling Meadows is a new and growing primary school, opening to its first Reception cohort in September 2026 and expanding year-on-year. As a values-led school, we promote a warm, ambitious and inclusive culture, and prioritise the development of early communication, language and reading.

Our new C&I SRP will be an integral part of our inclusive offer — enabling children with significant communication and interaction needs to flourish through specialist support combined with meaningful inclusion in mainstream learning.

About the Communication & Interaction (C&I) SRP

Warwickshire County Council commissions Specialist Resource Provision to support pupils whose needs cannot be met solely through ordinarily available provision in mainstream settings. C&I SRPs specifically support pupils with ASC and SLCN.

Our SRP will provide:

- A nurturing specialist base
- Highly structured routines and communication support

- Evidence-informed strategies for ASC/SLCN
- Personalised learning pathways linked to EHCP outcomes
- Opportunities for pupils to join mainstream learning with support
- Multi-agency input (e.g., Educational Psychology, Speech & Language Therapy, Autism Specialists)

Admissions are overseen by the Warwickshire High Needs Provision Panel.

Role Purpose

The **Lead Teacher** will establish, lead and develop the C&I SRP, ensuring exceptional provision for pupils with EHCPs whose primary needs relate to communication and interaction. They will:

- Be part of the school leadership structure
- Design and deliver high-quality learning within the SRP
- Model inclusive practice across the school
- Provide coaching, training and support for colleagues
- Lead multi-agency collaboration
- Shape the environment, systems, staffing and culture of the SRP
- Embed Warwickshire's SEND Inclusion Guidance and the Graduated Approach (Assess–Plan–Do–Review) in all practice
- Ensure alignment with the SEND Code of Practice (0–25)

This role is ideal for an outstanding practitioner seeking a unique leadership challenge in a new and developing school.

Key Responsibilities

1) Strategic Leadership of the C&I SRP

- Shape and communicate the SRP vision, ethos and operating model.
- Responsibility for implementing strategies as detailed in EHCP including physical and medical needs.
- Lead phased implementation and development of the provision.
- Contribute to the School Development Plan and evaluation processes.
- Work with Trust leaders and external partners to ensure continued improvement.

2) Quality of Education

- Design and deliver a curriculum tailored to C&I needs, with:
 - Structured teaching
 - Visual supports
 - Sensory-smart classroom setup

- Targeted interventions
- Oversee assessment, including:
 - EHCP outcomes
 - Personalised learning plans
 - Academic and developmental progress tracking
- Ensure high-quality teaching across all SRP sessions and supported mainstream inclusion.

3) Inclusive Practice & Graduated Approach

- Ensure practice fully reflects the SEND Code of Practice (0–25) and Warwickshire's Inclusion Guidance.
- Embed the graduated approach (Assess–Plan–Do–Review) consistently.
- Model and coach high-quality inclusive strategies, including:
 - Communication scaffolds
 - Social communication teaching
 - Structured and visual learning environments
 - Sensory regulation approaches
 - Anxiety-informed practice

4) Multi-Agency Coordination

- Work with external professionals to embed specialist strategies in daily practice.
- Lead multi-agency meetings and maintain high-quality records.
- Liaise with the High Needs Provision Panel regarding admissions.

5) Behaviour, Regulation & Wellbeing

- Promote a nurturing, emotionally supportive environment.
- Implement autism-informed, relational and restorative approaches.
- Lead strategies to support emotionally based school avoidance (EBSA), consistent with WCC inclusion guidance.

6) Staff Development

- Provide CPD and coaching on:
 - ASC/SLCN
 - Inclusive pedagogy
 - Sensory and communication strategies
- Support the induction and development of new staff.

7) Setup, Operations & Resourcing

- Lead the physical setup of the SRP environment, ensuring:
 - Zoning for learning, sensory regulation and structured play
 - Visual communication systems
- Oversee procurement and resource management.
- Lead risk assessments and ensure health & safety compliance.

8) Safeguarding & Compliance

- Uphold high standards of safeguarding and welfare.
- Support DSL/DDSL responsibilities depending on experience.
- Ensure all statutory policies and reporting requirements are met.
- Ensure all areas of individual EHCP's are delivered and monitored.

Person Specification – Lead Teacher (C&I SRP)

Qualifications & Training

| Area | Criteria | Essential | Desirable | Assessed By |
|----------------|--|-----------|-----------|-------------|
| Qualifications | QTS | ✓ | | A/I/R |
| | NASENCO Award or willingness to undertake within 3 years | | ✓ | A/I/R |
| | Sustained CPD in SEND, inclusive practice, ASC/SLCN | ✓ | | A/I/R |

Experience

| Area | Criteria | Essential | Desirable | Assessed By |
|--------------------|--|-----------|-----------|-------------|
| Teaching | Highly effective classroom practice | ✓ | | A/I/T/R |
| SEND Leadership | Leading provision/interventions for SEND | ✓ | | |
| Multi-agency Work | Experience working with EPs, SaLT, therapeutic services | ✓ | | |
| School Improvement | Experience contributing to curriculum or provision development | | ✓ | |

Knowledge & Skills

| Area | Criteria | Essential | Desirable |
|----------------------|--|-----------|-----------|
| SEND Frameworks | Strong knowledge of SEND Code of Practice, Warwickshire Inclusion Guidance | ✓ | |
| Inclusive Strategies | Confident with the Graduated approach and reasonable adjustments | ✓ | |
| C&I Needs | ASC/SLCN needs and evidence-based strategies | ✓ | |
| Assessment | Ability to track, analyse and act on data | ✓ | |
| Communication | High-quality communication with families and professionals | ✓ | |

Personal Qualities

- Values-led, child-centred and committed to inclusion
- Positive, reflective and resilient
- Highly organised and effective under pressure
- Able to build strong relationships with pupils, families and colleagues

Safeguarding Statement

Central England Academy Trust and Watling Meadows Primary School are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers must share this commitment. The successful candidate will be required to undertake an enhanced DBS check and, where appropriate, an online search in line with safer recruitment guidance.

Equal Opportunities Statement

We are proud to be an equal opportunities employer. We welcome applications from all suitably qualified candidates and do not discriminate on the basis of any protected characteristic. Adjustments for applicants with a disability are available throughout the recruitment process.

How to Apply

Please submit:

- A completed application form
- A supporting statement detailing how your experience meets the person specification

For an informal conversation about the role, please contact:

headteacher@watlingmeadows.co.uk

Closing date: April 3rd 12:00pm

Shortlisting: April 6th

Interviews: April 22nd

