



# THE EARLS HIGH SCHOOL

EXCELLENCE | CARE | PARTNERSHIP

RECRUITMENT PACK

## Learning Support Assistant



**STOUR VALE  
ACADEMY  
TRUST**

# Welcome!

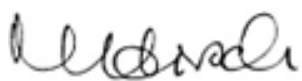
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The parents of Halesowen have been sending their children to The Earls High School for over three hundred and seventy years.

We started as a small grammar school, and the proud traditions of high expectations of academic progress and high standards of behaviour have stayed with us in the school's present form as a thriving, innovative comprehensive school.

At The Earls High School, we believe that people really do matter the most; our school is made a very special place by the students and staff who come here together to learn.

If you share our values and our commitment to developing students who have the skills and attributes to thrive in their next steps, we look forward to your application.



**Mrs Nic Hirsch**  
Headteacher



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# Applicant information

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Are you passionate about supporting young people to reach their full potential?

We are seeking an enthusiastic and committed Learning Support Assistant to join our dedicated team at The Earls High School, a highly successful and oversubscribed secondary school.

The successful candidates will work closely with teachers and support staff to help students with a range of abilities access the curriculum, make excellent progress, and enjoy their learning. You will be a caring, patient and proactive individual with strong communication skills and a genuine desire to make a difference in young people's lives.

The Earls High School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out pre-appointment checks including DBS and will disqualify any applicant where we consider the outcomes to be unsatisfactory. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.

We are equally committed to ensuring that no applicant will be disadvantaged or discriminated against because of their protected characteristics under the Equality Act 2010.

|                           |   |
|---------------------------|---|
| Application closing date: | 9am 23 <sup>rd</sup> February 2026              |
| Interview date:           | To be advised                                   |
| How to apply:             | Apply online via mynewterm by the closing date. |

# Job description

|   |  |
|---|--|
| <b>JOB TITLE:</b>   | Learning Support Assistant   |
| <b>GRADE:</b>   | Scale Point 3 – 4<br>£17,755 actual salary   |
| <b>RESPONSIBLE TO:</b>  | SENCO  |
| <b>RESPONSIBLE FOR</b>  | Not applicable   |
| <b>WORKING HRS/DAYS</b>   | 5 days per week<br>31.5 hours per week<br>38 weeks per year  |
| <b>Job summary</b>  | <p>Assist in the educational, personal and social development of designated students under the direction and guidance of relevant colleagues (e.g. the Headteacher, SENDCO, phase leaders and class teachers).</p> <p>Support students by adopting relevant strategies and techniques to enable them to access the curriculum, engage with their learning and achieve their full potential.</p> <p>Implement planned learning activities/ teaching programmes as agreed with the teacher, adjusting activities according to students' responses as appropriate.</p> <p>Deliver measurable impact on pupil attainment as well as social and emotional well-being.</p> <p>Work collaboratively with relevant colleagues to fulfil the requirements of the role.</p> <p>The duties of the Teaching Assistant will be determined by the Head Teacher, or appropriate senior leader, and will be arranged to meet the needs of the school and pupil(s) being supported. This may involve working in small groups or on a 1:1 basis and may include supporting pupils with an Educational Health Care Plan (EHCP).</p> |
| <b>MAIN ACTIVITIES:</b>   |  |
| <b>Supporting Learning</b> <ul style="list-style-type: none"> <li>Under the direction of the class teacher, support and supervise pupils undertaking designated activities in a group or on an individual basis and to assist their learning and development by: <ul style="list-style-type: none"> <li>Clarifying and explaining instructions.</li> <li>Facilitating the use of appropriate scaffolding for learning</li> <li>Mediating language as required</li> <li>Implementing specific strategies identified on individual support plans or EHCPs</li> <li>Reinforcing relevant aspects of the planned teaching programme, particularly literacy and numeracy.</li> </ul> </li> </ul> |  |

- Being sensitive to the requirements of all pupils and encouraging their participation and independence.

- Assisting pupils with the appropriate use of materials and resources, including ICT applications.
- Nurturing the development of emotional literacy and social communication skills.
- Encouraging and building pupil resilience and self-esteem
- Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses.
- Assist with the development and implementation of individual plans and programmes, including EHCP, IEP and behaviour plans.
- Provide classroom support in the teacher's absence for short periods of time.
- Support independent learning and inclusion of all pupils and provide feedback to pupils in relation to progress and achievement.
- Support the teacher in behaviour management, effective use of positive behaviour management techniques and strategies with support where required. Encourage pupils to take responsibility for their own behaviour.
- Encourage pupils to interact with others and engage in activities led by the teacher.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Undertake programmes linked to local and national learning strategies e.g. literacy, numeracy, recording achievement and progress and feeding back to the teacher
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use .

### **Resources**

- Prepare and clear up the learning environment including displays and the presentation of pupil's work.
- May handle small amounts of cash e.g. for school visits.
- Photocopying, filing, and preparing resources for lessons as directed by the teacher.

### **Exams, educational visits and other supervision**

- Invigilating exams and tests.
- Escorting pupils on educational visits.
- Assisting with break time supervision including facilitating games and activities.

### **Personal and welfare support**

- Attend to the pupils' personal needs, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters, assist pupils with dressing, hygiene and eating whilst encouraging independence.
- Supporting pupils emotional and social well-being, reporting any problems to the teacher.

### **Systems, policies and procedures**

- Contribute to maintaining a safe environment.
- Be familiar with and implement staff codes of conduct and relevant school policies including those relating to inclusion, behaviour and homework.
- Carrying out the responsibilities of the post with due regard to the Academy's policies, organisation and arrangements, including (but not exclusively) those relating to Child Protection / Safeguarding, Health and Safety at Work, Data Security & Confidentiality and Equality.
- Responsible for the careful and safe use of equipment.
- Undertake training, networking and professional development as required by the school.

#### **Team involvement**

- Demonstrating own duties to new or less experienced staff.
- Performing such other duties as may be required from time to time.

#### **Building relationships**

- Establish constructive relationships and communicates with pupils to support learning and development and encourage acceptable behaviour.
- Liaise sensitively and effectively with parents and carers, recognising their roles in pupils' learning
- Promote the inclusion and acceptance of all pupils, staff and stakeholders.

#### **Record keeping and information management.**

- Contribute to basic monitoring, evaluating and assessment of pupil progress.
- Ensure all written and electronic records and reports are accurate, comprehensive and timely.

#### **Other responsibilities**

- Take responsibility for promoting and safeguarding the welfare of children and young people within the school in line with reporting policies and procedures.
- Supervise children during break and lunchtime, as required.
- Any other reasonable duties, commensurate with the responsibility and grade of the post.

# Person specification

| Essential   | Desirable  |
|---|--|
| <b>Skills and knowledge</b>   |  |
| <ul style="list-style-type: none"> <li>• NVQ level 2 in Maths and English (or equivalent), and / or qualified or willing to become qualified to Level 2 Teaching Assistant.</li> <li>• Able to support to pupils' learning on a one-to-one basis, or in groups, including the provision of specialist support for SEND students, as appropriate.</li> <li>• An understanding of learning and the process of learning</li> <li>• An understanding of the development of the whole child</li> <li>• IT and keyboard skills to support learning and allow record keeping.</li> <li>• An understanding of safeguarding</li> </ul> | <ul style="list-style-type: none"> <li>• training in relevant learning strategies</li> <li>• First Aid training</li> </ul> |
| <b>Experience</b>   |  |
| <ul style="list-style-type: none"> <li>• Experience working with children individually and in groups</li> <li>• Experience of working with children across the range of ages served by the school</li> <li>• Experience with SEND children and challenging behaviour</li> </ul>   | <ul style="list-style-type: none"> <li>• Experience of running intervention programmes</li> </ul>                          |
| <b>Personal Qualities</b>   |  |
| <ul style="list-style-type: none"> <li>• Ability to relate well to adults and pupils</li> <li>• Able to work constructively as part of a team</li> <li>• Ability to organise self and others</li> <li>• A calm, positive nature</li> <li>• Knowledge and compliance with policies and procedures relevant to health and safety and child protection.</li> </ul>   |  |



# Why choose The Earls High School?



We are fortunate to have fantastic students who are keen to learn and ambitious in their plans for the future. They have great relationships with the staff in school, and in March 2025, OFSTED rated behaviour at the school as good.



The school is popular in the local community; it has a strong reputation and is oversubscribed. Along with effective management of resources, this means the school is very stable financially.



We have a friendly, welcoming atmosphere and we are very proud of our school. Our staff turnover is low, and we provide many opportunities for progression and career advancement in the school and across our Multi-Academy Trust.



We have a clear vision for teaching and learning based around Rosenshine's Principles of Learning, and have a well-developed training plan so that all teachers are able to research, learn and develop their practice.



Staff wellbeing is at the forefront of our thinking. We are serious about ensuring that there is a healthy work-life balance for staff, and we have achieved The Carnegie Mental Health Award for Schools in recognition of our work in this area.

Examples of how we support staff wellbeing include:

- ✓ Staff are trusted to do their work with professional autonomy and without intrusive, high stakes Quality Assurance.
- ✓ Flexibility is supported: many staff are part-time at school.
- ✓ We have a generous approach to family life, with requests for leave fully supported.
- ✓ A comprehensive Employee Assistance Programme, school counsellors and Mental Health First Aiders are available for everyone.
- ✓ Appraisal is rooted in research and development rather than performance targets and graded lesson observations, and there is no requirement for staff to submit lesson plans.
- ✓ There are minimal written reports and data capture is limited to twice a year at KS3 and three times a year at KS4.
- ✓ Feedback policies are developed at faculty level and minimising workload is a critical element of our approach in this area. We prioritise live and whole-class feedback.
- ✓ Directed time is well within the 1265 hours.
- ✓ Staff are discouraged from sending emails outside of normal working hours.
- ✓ There is a comprehensive induction package for new staff joining us.
- ✓ All teaching and pastoral staff are provided with a laptop.

# About us



As a school we are extremely proud of our badge, you will see it everywhere around the school. We are proud because it sums everything that we believe in. The motto on the badge says 'Ut Fili Lucis Fiatis' and it means 'to become children of the light', and that is the reason we exist as a school. We believe that every young person who walks through our doors has enormous potential. Our staff work hard to help students to reach their best and become enlightened, or as our motto says, become children of the light.

For us, this means three things, and we work hard to provide opportunities for students to develop and thrive in all of these areas. If we develop these three qualities in the young people who choose to come to our school, we can feel content that we have done our job well.



Does our approach work?

Our exam results suggest it does. The attainment of our students is well above average and they also make good progress here.

But more than this, if you spend time in school, you will see happy, safe, confident students who attend well. We know that our students will thrive when they leave us because they are so well prepared for their next steps. We also know that students make friendships and build relationships here that will last a lifetime.

Please don't take our word for it though, as a prospective member of staff, you are warmly invited to visit The Earls High School to see for yourself. We look forward to meeting you.

# How do we achieve our aims?

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## Excellent teaching

- We have skilled, passionate and experienced teaching team of subject specialists, and they use this expertise to plan and deliver engaging lessons. They often choose to stay with us for a long time, and are dedicated to securing the best possible outcomes for our students. We continue to invest in our facilities, to ensure that students have the best experience in lessons.

## A rich and diverse curriculum

- We teach a full range of subjects from Year 7 to 9 and students then choose the subjects that they will specialise during Year 10 and 11. We give student the widest range of choices so that they can focus their learning on subjects that they enjoy and are good at.

## High expectations

- We have high expectations of our students in every aspect of school life, and we teach them explicitly how to meet these. Working hard is important, and we expect them to try their hardest. It is crucial that learning happens without interruption, and therefore we expect high standards of behaviour. We will give our students lots of support, but we expect them to make good decisions.

## Extra-curricular activities

- We believe that involvement in extra-curricular activities is vital to the development of our students because of the creativity, resilience and confidence it instils. Students can join orchestra, choir, samba band, sports teams, dance companies, drama, science, cookie and chess clubs, learn sign language, complete the Duke of Edinburgh Award, and experience trips to Europe and The Gambia, Bushcraft and skiing, to name but a few.

## The Earls Gold award

- We recognise achievement in many ways, and you will see lots of students with flashes on their jumpers. Probably the most prestigious of these is The Earls Gold Award, which shows us that they are developing into well rounded individuals. It celebrates attendance and attitude to learning, as well as a commitment to developing cultural awareness, community engagement and mental and physical wellbeing.

## Pastoral care

- We put a huge emphasis on the care of our students to ensure that they are safe and happy at school. Relationships are at the heart of everything we do here at the Earls. We have a large, experienced pastoral team and great form tutors, all of whom know our students well, and who support them to thrive to thrive. Like any school, there are rare incidents of bullying, but we deal with these quickly and effectively.

## Partnership

- Partnership is vital in so many ways, but particularly with our students' families, as research has shown that parental involvement has a huge positive impact on students' academic progress, attendance, motivation and behaviour. We also work closely with the other schools in Stour Vale Academy Trust to develop and share good practice.

# Safeguarding statement

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The Earls High School is committed to safeguarding and promoting the welfare and safety of all students and expects all staff and volunteers to share this commitment. We strive to ensure that consistent and effective safeguarding procedures are in place to support families, students and staff at school.

The Designated Safeguarding Lead (DSL) is Mrs Sevier, Deputy Headteacher. Other staff trained in child protection are listed below.

The Earls High School has policies and procedures in place to deal effectively with child protection and safeguarding issues, which include tackling radicalisation and extremism, together with recording and monitoring processes.

To promote a safe environment for students, The Earls High School employs a strict selection and recruitment policy which includes all statutory checks on staff and regular volunteers including Enhanced DBS (disclosure and barring service) checks.

All staff are trained to a level appropriate to their safeguarding responsibilities ranging from basic awareness for all, to Level 2 for key staff. Other safeguarding training is attended by relevant staff and governors. The training is monitored and comprehensive records kept by the DSL.

All concerns are passed through members of staff who are trained as 'Designated Child Protection Officers' in school in compliance with the HM 'sharing of information' guidance March 2015. Staff are required to report any causes of concern to the school safeguarding team. Referrals are logged and monitored to make sure that they are followed up appropriately.

Student attendance is monitored closely and concerns shared as appropriate with parents/carers, West Midlands Prevention Service, Social Care and our Safeguarding team. The Earls High School works effectively with other agencies and parents/carers when necessary to safeguard young people. If you have any serious concerns about your child, another student or a member of staff at Earls High School please do not hesitate to contact the Designated Safeguarding Lead (DSL) who will be able to provide you with the best advice and help using the appropriate degree of confidentiality.

## **Earls High School Designated Safeguarding Lead:**

Mrs N Sevier Deputy Headteacher

## **Other staff trained in Child Protection:**

Ms H Whitlock, Safeguarding Officer (maternity cover Mrs L Pestridge)

Deputy DSL: Mr Joe Toulson

## **Year Team:**

Lower School: Ms J Bryant

Middle School: Mr M Baker

Upper School: Mrs L Wycherley

# About Stour Vale Academy Trust

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently thirteen member schools, six primary, one junior, one infant with day nursery and five secondary.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.

## Our Vision and Values

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words

## OUR VALUES



### INTEGRITY

By always acting with integrity we will deploy our resources appropriately to provide the very best education and care for pupils. This approach will enable us to recruit and retain the best staff who share our values.

We recognise our responsibility to support and challenge member schools to have a positive impact on the lives of children and young people, our communities and the wider educational system.

### RESPECT

We are committed to treating everyone with respect and promoting equality.

Stour Vale member schools are safe and inclusive schools. We value and celebrate the diversity of pupils, colleagues and the communities we serve. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

### COLLABORATION

Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people.

We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

### EXCELLENCE

We are committed to constantly pursuing excellence and improving all aspects of our work as a trust.

Excellence in teaching and learning, curriculum and character development is our primary focus. This will be achieved by realising our ambition to provide top-level professional learning for all colleagues, developing leadership in every role and providing exceptional back-office services such as HR and finance.

[SVAT.ORG.UK](https://svat.org.uk)



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We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that **Stour Vale** member schools will *create the difference together*.