

Walsall Academy
PERSON SPECIFICATION: LEARNING SUPPORT ASSISTANT

Attributes	Essential	Desirable	Evidenced Through
QUALIFICATIONS	<ul style="list-style-type: none"> • GCSE English and Maths with further GCSE's 	<ul style="list-style-type: none"> • Teaching assistant qualifications • Trained in matters relating to the Safeguarding of children 	<ul style="list-style-type: none"> • Evidence of paper qualifications
WORK RELATED EXPERIENCE AND ASSOCIATED SKILLS	<ul style="list-style-type: none"> • Experience of working in a supportive role within an educational setting • Excellent communication skills • Resilience, patience and professionalism to manage children in a calm yet authoritative manner • Ability to encourage and maintain a good standard of discipline through positive relationships and mutual respect • Ability to communicate to a variety of stakeholders professionally • Ability to reflect on own practice 	<ul style="list-style-type: none"> • Experience of working with support agencies • Experience of managing children through support and intervention • Experience of working in a secondary school setting 	<ul style="list-style-type: none"> • Application letter • Interview and communication
SPECIALIST KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Secure knowledge and understanding of the secondary education system • Ability to confidently use ICT software specifically Microsoft Office and the academy administration system • Knowledge and aptitude to support students in learning 	<ul style="list-style-type: none"> • Knowledge of how to give positive and targeted support to students with special educational needs • An understanding of child psychology and behavioural triggers • Knowledge of matters relating to Safeguarding and Prevent 	<ul style="list-style-type: none"> • Application letter • Interview questions
PERSONAL SKILLS AND ATTRIBUTES	<ul style="list-style-type: none"> • Determination to encourage the highest quality of learning experience for all students under your supervision • A commitment to equal opportunities • Ability to establish good and productive working relationships, and work well in a team • Ability to communicate effectively to staff, students, parents, orally and in writing • Ability to meet deadlines • Able to empathise with young people and yet be firm, fair and consistent when dealing with them • Excellent attendance and punctuality • Enthusiasm, energy and stamina • Sense of humour and perspective • Personal presence 		<ul style="list-style-type: none"> • Application letter • Interview questions • References



WALSALL ACADEMY

CULTURAL STRATEGY 2024

SUPER NORTH STAR

Empower our students through engagement in education, to unlock their full personal and academic potential, to become positive leaders of their own learning and valued citizens

VALUES

We expect students to:

- Be positive and smile
- Be kind and caring, showing compassion and empathy
- Be motivated to try their best at all times
- Take personal responsibility for actions and learning
- Be respectful to others and celebrate our diversity
- Be resilient and persevere
- Be prepared to take opportunities on offer in and outside of the classroom

We expect the same from staff and additionally to:

- Be fair and consistent
- Be passionate about delivering high quality teaching, learning and assessment
- Be accountable for student well-being and progress
- Inspire, encourage and nurture talent
- Work collaboratively with all stakeholders including parents
- Take risks and embrace new ideas
- Lead by example and go the extra mile!

We expect the same from leaders and additionally to:

- Articulate a clear vision
- Be passionate and persistent
- Encourage and support colleagues, growing our own talent
- Always seek to improve
- Be visible and approachable
- Listen and adapt
- Make tough decisions when required
- Be accountable for the outcomes and performance from teams of staff

ENVIRONMENT

Our learning and supportive community:

- Ensures everyone feels safe and well cared for
- Encourages everyone to work hard alongside inspirational and supportive colleagues, within a supportive network of teams, aiming for mutually challenging goals
- Benefits from functioning in a building of which we are all proud and which provides staff and students with the facilities and resources needed to achieve their best
- Contributes to the wider community locally, nationally and internationally with a keen focus on environmental issues