



Victoria  
ACADEMIES TRUST

*Learning Support Assistant, Devonshire  
Infant & Junior Academies, Smethwick*

# **Recruitment Pack**

*29 hours per week Term Time + Training Days from September 2026*

*Pay scale: Grade B Point 4 £25,185 FTE Pro rata actual salary £19,484*

#BeTheBestYouCanBe

# Welcome From the CEO

## **Thank you for your interest in joining the team at Victoria Academies Trust.**

*I am delighted that you are interested in working with us. Victoria Academies Trust is a primary only trust based in the West Midlands consisting of a mix of sponsor, converter and free schools. We currently have ten schools open; nine mainstream and one special school.*

*Victoria Academies Trust was set up in 2014 up with the sole aim 'to make our people the best they can be'. We are passionate about making a difference to the lives of our pupils,*

*families and colleagues. We want to inspire our young people to achieve more than they imagine possible, and having the right people in every role across our schools is an important part of making our vision become reality.*

*We have a strong board of Trustees who work closely with the trust executive team to focus on our goals of investing in our school communities, growing and valuing our colleagues and preparing our children for the*

*future. This ensures that our schools are on a continual journey to the be best they can be. We currently educate over 3200 pupils across*

*the primary age range, and employ over 500 colleagues across our schools and in our Trust Central Team.*

*We may be ten schools, but our vision and values run through our Trust and we truly as a family, united in our ambition for our people 'To Be The Best They Can Be'.*

## *The opportunity:*

*We are looking to recruit a Learning Support Assistant at Devonshire Infant & Junior Academies, Smethwick from 1<sup>st</sup> September 2025.*

*Full downloadable recruitment forms can be found on our website at [Job Vacancies \(victoriaacademiestrust.org\)](https://victoriaacademiestrust.org)*

*We are committed to flexible working and are happy to have discussions with prospective candidates.*



**Sharron Philpot**

**CEO**

**Victoria Academies Trust**



# About Us

Our

## Mission

*Our mission is our reason for being - it is simply: to make our people the best they can be.*

Our people are our colleagues, our pupils, our governors and our school communities - we work with and empower our people to be the best they can be.

Our

## Vision

*Our vision is the picture we paint, the future we want to create, based on our mission.*

**We are a family of schools, united in our passion for inspiring pupils to achieve more than they imagine possible.**

**We have a positive influence on children's lives in areas where we can make the most difference.**

**We are ambitious for our children. Our high expectations of them, the memorable experiences and opportunities they have in our schools, along with the kindness and compassion which is at the centre of our Trust means that they will be successful in whatever they choose for their future.**

**We are at the heart of our communities; a place where local people can turn to for help, support and guidance, working with us for the greater good of our shared community.**

**We are aspirational for our people, who are given opportunities to grow, develop and become experts in their chosen fields.**

**Our people feel valued and supported; they show ambition, courage and resilience, but most of all are kind and respectful.**

# Our Values

Our Values are important to us and guide our behaviours, our relationships and the way we work together. They define how we want to be.

These values of **Unity, Integrity, Courage, Curiosity and Excellence**, along with our commitment to strong ethical leadership ensure that we build a positive and powerful legacy to be proud of.



## Unity

We know that by working together, we are stronger than working alone. We work together as a family, united in our shared responsibility to achieve our mission.



## Integrity

We show integrity by being honest, truthful, and transparent; always doing what we believe is right and true. We show kindness and respect by treating others with dignity, empathy, and understanding.



## Courage

We show courage by being ambitious, challenging ourselves and others to achieve more. We take on challenges with enthusiasm, determination, and resilience, learning from failures.



## Curiosity

We show curiosity by having a passion to learn, explore, and discover new things and new ways of working. We are innovative and ambitious, always seeking to be even better.



## Excellence

We have a strong commitment to continuous improvement, a willingness to learn and a dedication to becoming the best we can be.

# What we can offer you

Joining the Victoria Academies Trust means becoming part of a vibrant and dedicated community that is committed to ensuring colleagues are supported 'To Be They Best They Can Be'

This is what we can offer you:



## Competitive Pay Scales

- **Transparent Salary Framework:** We offer clear and transparent pay scales, aligned to government recommended pay, that reflect your experience and expertise.
- **Annual Pay Review:** Commitment to regular reviews to ensure our salaries remain aligned to government recommended scales for teaching and non-teaching staff.



## Generous Pension Scheme

- **Teachers' Pension Scheme:** Benefit from one of the most generous pension schemes in the UK.
- **Local Government Pension Scheme:** Our support staff are enrolled in the LGPS, which is a secure and flexible pension plan that provides a valuable package of retirement and death in service benefits
- **Employer Contributions:** We make significant employer contributions to your pension, helping you plan for the future with confidence.



## Professional Development

- **Tailored Growth:** Benefit from our bespoke professional development programmes, designed to help you reach your career goals.
- Access to over 100 tailored CPD courses through a mix of flexible webinars and online or face to face opportunities
- Opportunities to network with likeminded individuals- through networks, meetings and our annual Whole Trust Conference.
- **Leadership Opportunities:** With a clear pathway for progression, you have the chance to advance into leadership roles within our trust – teaching and non-teaching



## Well-being and Support

- **Work-Life Balance:** We support a healthy work-life balance with flexible working options and a commitment to you through our Flexible Working Policy and People Strategy
- **Health and Wellness:** Access our comprehensive wellbeing and benefits scheme which includes counselling services, access to a range of health professionals, discounts on gym membership, childcare voucher scheme, cycle to work scheme and lifestyle voucher scheme
- Paid expenses in line with HMRC guidance – and access to free parking on site at our schools
- **Dedicated technology** – To enable to to fulfil your role effectively
- Dedicated shared working spaces allowing colleagues to collaborate and work in way that suits them
- Generous holiday allowance – many of our roles are term time only contracts



## Community and Culture

- **Collaborative Environment:** Thrive in our culture of teamwork and support, where ideas are shared and successes celebrated.
- **Community Impact:** Make a real difference in our local communities through various outreach and engagement activities and events

**We are proud to offer a fantastic and supportive working environment where our passion for inspiring our children to achieve more than they imagine possible is at the heart of everything we do.**

**If you're ready to make a significant impact and grow with us, we would love to welcome you to our team**

# Our Schools, Our Journey



**2012**

Victoria Park  
Primary becomes  
Victoria Park  
Academy



**2014**

Victoria  
Academies Trust  
founded



**2014**

Rowley Park  
Academy,  
Staffordshire join  
as first sponsor  
school



**2014**

Devonshire  
Infant and Junior  
Academies,  
Sandwell join as  
converter



**2017**

Birchen Coppice  
Academy,  
Worcestershire  
join as a sponsor  
academy



**2016**

Fibbersley Park  
Academy, Walsall  
join as a sponsor  
academy



**2015**

Northfield  
Manor Academy,  
Birmingham join  
as a converter  
academy



**2018**

Foley Park  
Academy,  
Worcestershire  
join as a converter  
academy



**2019**

Poppyfield  
Academy,  
Staffordshire  
opens as our first  
Free School



**2022**

Elm Tree  
Academy,  
Sandwell opens  
as our first SEND  
Free School



**2025**

Whitehall  
Nursery & Infant  
Academy join as  
converter school  
2025



# Role Overview

## *Learning Support Assistant*

*Devonshire Infant and Junior Academies is looking to employ a Learning Support Assistant to work 29 hours per week with children with special educational needs initially in the infants.*

*Inclusion is at the heart of all we do and you will work within a supportive and dedicated team to provide children with the best start. You will be responsible for providing targeted support, within groups and within the classroom environment. This will include providing small group provision and delivering personalised learning to children with additional needs including personal care. Initially, this will take place within Early Years and KS1. Your responsibilities will also include lunchtime support to model good communication and social skills with their peers. We ask that you must have an understanding and experience of working with children with special educational needs in the Primary age range. Training and support will be given to successful candidates.*

*Candidates should have the following qualities and experience:*

- \* Minimum of NVQ level 2 relevant qualification*
- \* Working with children across the Primary school age range.*
- \* To use initiative to create resources and direct learning as necessary i.e. when a child is struggling to understand, provide visual aids, appropriate materials or individualised learning approaches and support in order to move the child's learning forward.*

*Devonshire Infant and Junior Academies are committed to safeguarding and promoting the welfare of children so you will need to take a disclosure and barring check. We are committed to promoting Equal Opportunities and therefore only applications submitted on the Academy's application form will be considered. We do not accept CV only applications.*

*For further information please contact*

*Mrs Elliott (Business Support*

*Officer/PA to Headteacher) on 0121 558*

*1652 or via email*

*sharon.elliott@devinfacademy.org.uk*

*Please return completed applications*

*marked for the attention of Head of*

*school Mrs Waldron, Devonshire Infant*

*& Junior Academies, Auckland Road,  
Smethwick, B67 7AT or to the email address.*

*Closing Date: Friday 26<sup>th</sup> June at 9.00 am*

*Interviews: Week Commencing 29<sup>nd</sup> June 2026*

*There is an expectation that candidates will be observed*





# Job Description

## Responsibilities of the role

### Learning Support Assistant – Devonshire Infant & Junior Academies

#### Position profile

School: Devonshire Infant & Junior Academies

Post title: Learning Support Assistant

Responsible to: Head Teacher

Remuneration: Grade B Point 4

Commencement date: September 2026

#### General professional duties and responsibilities:

The postholder is required to carry out under the reasonable direction of the Head Teacher, the professional duties of a teacher which are set out in the relevant paragraphs of the School Teachers' Pay and Conditions Document and any subsequent amendments.

The postholder must at all times carry out her/his responsibilities with due regard to the Trust's policies including the Equal Opportunities Policy.

Particular responsibilities (that do not include or imply any voluntary activities)

#### Note

1. This job description is not necessarily a comprehensive definition of the post. The particular duties and responsibilities listed above may be subject to reasonable change from time to time following consultation between the Headteacher with the postholder.

# Learning Support Assistant – Devonshire Infant & Junior Academies

## Job Summary

To provide Nursery and classroom support to pupils under the direction of the class teacher, SENDCo and leadership team.

To implement intervention strategies under the direction of the SENCo.

To support the implementation of individual outcomes/provision from a child's EHCP under the direction of the SENCo.

## **Duties and responsibilities**

### Support to Pupils

Participation in the integration of children with special needs into their class and whole school events.

Delivering small group interventions and pre-planned activities to children with additional needs.

Using children's own small steps targets and outcomes to plan for small group/individual activities.

Assisting pupils with dress/changing for activities/personal hygiene/moving.

The care and welfare of pupils to include toileting and feeding as required.

### Support to School

Undertake duties based on a rota basis and undertake lunch duties daily.

Preparation of rooms, outdoor areas, equipment and displays.

To promote high standards of behaviour throughout school in accordance with our school policies.

Support ethos of school.

Maintenance of safe environment.

Attending appropriate training sessions as required.

## Learning Support Assistant – Devonshire Infant & Junior Academies

### Support to Teachers

*Liaising with teachers and other staff to obtain, exchange and record information on pupils in accordance with school policy.*

*Showing initiative and care of our school environment by keeping resources and materials safely stored.*

*Assisting with staff with supervision of children during on-site and off-site activities.*

*Working as part of a team to deliver effective provision together.*

*Developing good working relationships and links with families and our school community.*

### As part of our Trust, you will:

*Participate in the operation of the Trust's Appraisal Scheme.*

*It is your responsibility to carry out your duties in line with the Trust policy on equality and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. You should act as an exemplar on these issues and should identify and monitor training for yourself and any employees for whom you are responsible, in line with this policy, the Equality Standard and obligations under the Race Relations (Amendment) Act 2000.*

*Such other duties as may be appropriate to achieve the objectives of the post to assist the Thematic Area in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.*

*The post holder must at all times carry out his/her responsibilities with due regard to the Trust policy, organisation and arrangements for Health and Safety at Work.*

**Note** – *This job description is not necessarily a comprehensive definition of the post. The particular duties and responsibilities listed above may be subject to reasonable change from time to time following consultation between the Head of School/SLT with the postholder.*

# Person Specification

## Learning Support Assistant - Devonshire Infant & Junior Academies

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Minimum NVQ Level 2 in Childcare</li> </ul>	
<b>Sickness Absence and Disability</b>	<p>A good attendance record. Candidates should have less than 4 absences or not more than 10 days absence prior to the closing date of the post.</p> <p>Any absences relating to a disability or any other incapacity will be viewed sympathetically and will be considered if fully explained. Due regard will be made to the need to make reasonable adjustments in line with the requirements of the Equality Act 2010. (This information will be obtained from successful candidate after conditional offer of employment has been made).</p>	
<b>Experience</b>	<p>Experience of working with children who have additional needs in Key Stage 2, Key Stage 1 and EYFS children.</p> <p>Knowledge and experience of the New EYFS Framework and Primary Curriculum.</p> <p>Knowledge and understanding of Equal Opportunities.</p> <p>Knowledge of Health and Safety issues.</p> <p>Experience of working with children with a range of additional needs.</p>	

# Person Specification

## Learning Support Assistant - Devonshire Infant & Junior Academies

	<b>Essential</b>	<b>Desirable</b>
<b>Training</b>	<i>Willing to attend relevant training.</i>	
<b>Special Knowledge</b>	<i>An understanding of child development and appropriate levels of childcare. Ability to use and implement a variety of different Augmentative or alternative communication strategies (AAC). Experience of supporting, nurturing and promoting learning.</i>	
<b>Circumstances</b>	<i>Ability to work when the school is open (Term Time working). Willingness to work flexibly to meet the requirements of the post.</i>	
<b>Disposition</b>	<i>Ability to work effectively as part of a team. Commitment to working in partnership with parents. Awareness of and respect for, the needs of the individual child and their families, including multi-cultural and inclusive practices.</i>	
<b>Practical and Intellectual Skills</b>	<i>Able to communicate effectively. Ability to use IT technology.</i>	

	<b>Essential</b>	<b>Desirable</b>
<b>Legal Requirements</b>	<i>Enhanced DBS Clearance</i>	

*\*Note: Due to the nature of how a multi-academy trust operates there is an expectation that all staff are willing and able to travel across the MAT (via their own car) to provide school-to-school support from time to time, as required. This means that a clean driving licence and acceptance of these terms is essential. Travel expenses will be reimbursed at the agreed rate.*

## Safeguarding

*Victoria Academies Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects our staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust.*

## Equalities:

*Victoria Academies Trust has a strong commitment to achieving equality of opportunity in its academies and in the employment of people. The post will ensure that the Trust meets its statutory obligations in relation to all aspects of equalities legislation.*

## Flexible Working:

*Victoria Academies Trust is committed to ensuring that all colleagues have working conditions that meet their own needs, as well as the needs of their schools and children. Details of our Flexible working policy can be found on our website: [VAT-Flexible-Working-Policy-v1.0-.pdf](#) ([victoriaacademiestrust.org](http://victoriaacademiestrust.org))*



**Victoria Academies Trust**

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Smethwick,  
West Midlands  
B66 3HH

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