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**Teaching Assistant (TA)**

**Walsall Studio   
School & Sixth**

**Required for September 2025**

**Permanent, Full-Time.**

**Competitive Salary**

**Grade 4 (SCP 6-11) £21,661- £23,455**

**Applicant**

**Pack**

**Deputy  
Headteacher**Quality of Education and Operations

**Walsall Studio   
School & Sixth**

**Required for September 2025**

**Permanent, Full-Time.**

**Competitive Salary**

**(Leadership L14 to L18)**

**Candidate Pack**

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**WELCOME TO WALSALL STUDIO SCHOOL & SIXTH**



A person smiling for a picture

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Dear Applicant,

Walsall Studio School and Sixth is a deliberately small, forward-thinking school serving young people aged 14 to 19 who are passionate about creative pathways in performance, music, and media. We offer a unique learning environment that looks and feels like a modern creative workplace rather than a traditional school, with flexible studio spaces and industry-standard facilities that reflect the real world our students are preparing to enter.

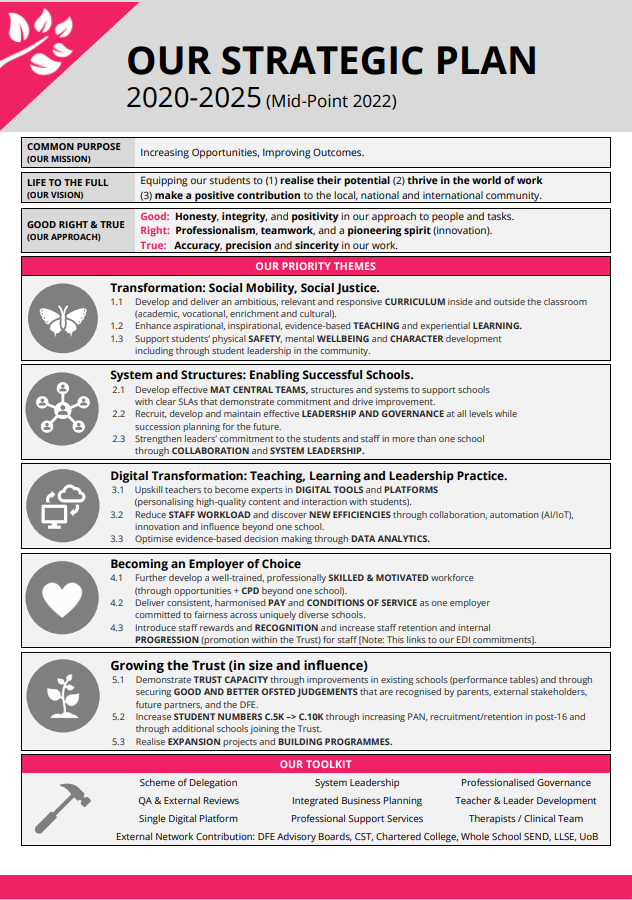
At the heart of our mission is a commitment to inclusion, aspiration, and professional standards. We believe in treating our students as young professionals, helping them to thrive both personally and creatively through high expectations, trauma-informed practice, and a deep understanding of the individual. Our culture is one where every student is known, seen, and supported.

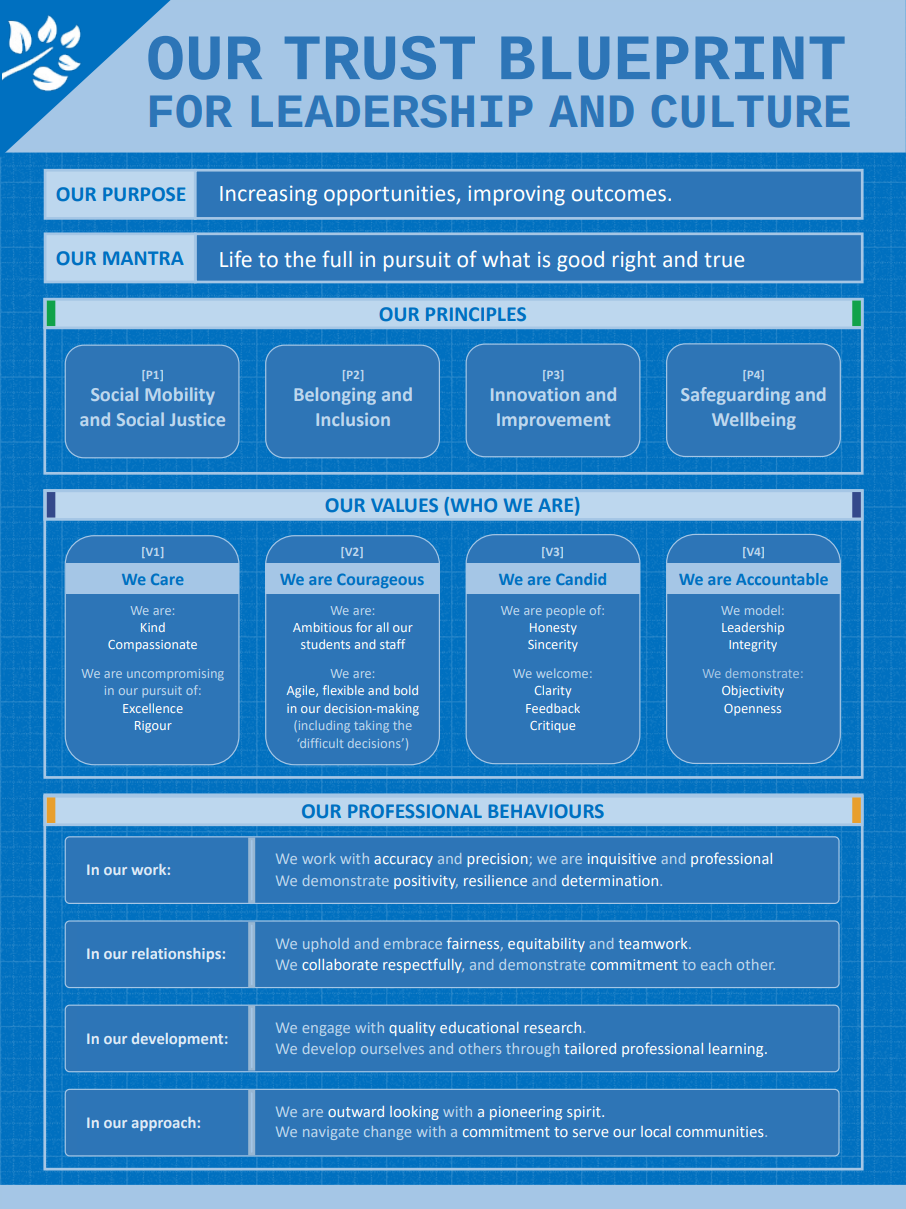
As a founding member of *The Mercian Trust*, we are proud to be part of a family of schools that share our belief in partnership, collaboration, and community. We work closely with industry partners, creative professionals, and local organisations to ensure our students gain not just qualifications, but authentic experiences that prepare them for the world beyond education.

If you share our values and want to help shape the next generation of creative professionals, we would love to hear from you.

Yours sincerely,

Krissi Carter, Headteacher





**THE MERCIAN TRUST**

The Mercian Trust is one of the largest regional Trusts in the West Midlands with 9 schools and more than 9,700 students. We are making strategic investments of time, focus, and resources into our people and organisational culture – and we are prioritising the development of leaders at all levels.

**About The Mercian Trust**

The Mercian Trust was incorporated in January 2018 and currently governs nine secondary schools, comprising selective grammar schools, large comprehensive schools, an alternative provision free school and a 14-19 specialist studio school.

In 2021, the Regional Schools Commissioner approved the merger between The Mercian Trust and Q3 Academies Trust. The formal merger transfer was completed on 1st May 2022 when all nine academies of the two Trusts became part of the same family of schools governed by The Mercian Trust.

* Aldridge School (11-18)
* Q3 Academy Great Barr (11-18)
* Q3 Academy Langley (11-16)
* Q3 Academy Tipton (11-18)
* Queen Mary’s High School (11-18, selective)
* Queen Mary’s Grammar School (11-18, selective)
* Shire Oak Academy (11-18)
* The Ladder School (Alternative Provision)
* **Walsall Studio School & Sixth (14-19)**

The Members of The Mercian Trust include The Vine Trust and the Queen Mary’s Foundation. Both are charitable organisations focused on improving the futures of local young people.

**Plans for the future**

We are nearing the conclusion of our current 2020-25 strategic plan:

1. **Leading students on a transformational journey** empowering social mobility and delivering social justice.
2. Develop and deliver an ambitious, relevant and responsive curriculum inside and outside the classroom (academic, vocational, cultural)
3. Enhance aspirational, inspirational, evidence based teaching and experiential learning
4. Support students’ physical safety, mental wellbeing and character development including student leadership in the community
5. **Establishing systems and structures** to enable successful schools
6. Develop effective MAT central teams and systems (finance/HR/Estates and more) to support schools with clear SLAs that demonstrate commitment and drive improvement
7. Recruit, develop and maintain effective leadership and governance at all levels while succession planning for the future
8. Strengthen leaders’ commitment to the students and staff in more than one school through collaboration and system leadership
9. **Driving the digital transformation**
10. Upskill teachers to become experts digital education (personalising high-quality content and interaction with students)
11. Reduce staff workload and discover new efficiencies through collaboration, automated operations, innovation, and influence beyond one school
12. Optimise evidence-based decision making through data analytics
13. **Becoming an employer of choice**
14. Further develop a well-trained, professionally skilled and motivated workforce (through opportunities and CPD beyond one school)
15. Deliver consistent, harmonised pay and conditions of service as one employer committed to fairness across uniquely diverse schools
16. Introduce staff rewards and recognition and increase retention and internal progression (promotion within the trust) for staff in all schools
17. **Growing the Trust in size and influence**
18. Demonstrate Trust capacity through improvements in existing schools (performance tables) and through securing good and better Ofsted judgements that are recognised by parents, external stakeholders, future partners and the DfE
19. Increase student numbers from c5k to c10k through increasing PAN, recruitment/retention in post 16 and through additional schools joining the Trust
20. Realise expansion projects and building programmes

***Areas of focus for the Trust board at the moment include:***

1. **Successful Growth**

Having consolidated following our successful Trust merger, we are now preparing for our next period of growth in size and influence including new schools joining our Trust, increases in PAN, and increases in sixth form numbers. Ensuring this growth enables us to develop and refine our structures, systems and staff to be even more successful for our schools and the communities we serve. We are well-positioned to make a significant contribution to a Trust-led education sector.

1. **Equality, Diversity and Inclusion (EDI) -** The Trust is passionate about its commitment to social mobility, social justice and inclusion in three significant areas.
2. **Students** - Closing the gaps in opportunity, attainment and progress for disadvantaged students, students with SEND, vulnerable students and others with protected characteristics that may mean they are more likely to face discrimination and prejudice.
3. **Staff** – Developing and nurturing opportunities for staff (including leadership development) particularly for those who are more likely to face discrimination and prejudice.
4. **Governance** - Increasing numbers of non-executive leaders and governors from underrepresented groups.
5. **Digital Transformation**

Delivering the digital transformation of how we teach, learn, lead and operate. The Trust is establishing a single consolidated digital ecosystem / infrastructure that facilitates ‘economies of scale’ and ‘network effect’ of being part of one charitable trust.

**Trust ethos & values**

Our name is rooted in history and expresses a geographical identity and ambition. The ancient kingdom of Mercia encompassed much of what we now recognise as the West Midlands – and crucially for us it included what we now call the Black Country. It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship.

Now, almost fifteen hundred years later, we look to demonstrate the same spirit in our approach. We are a family of schools committed to each other – diverse in nature, proud custodians of our history and success, but together, one charitable trust with a common purpose.

Our Trust exists to equip our students to:

* Realise their potential
* Thrive in the world of work
* Make a positive contribution to the local, national and international community.

Our mission is **increasing opportunities** and **improving outcomes**. Our mantra is Life to the full in pursuit of what is **good, right and true**.

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**Teaching Assistant – Studio 5 Specialist Resource Provision (SRP)**

**Job Title:** Teaching Assistant – Studio 5 Specialist Resource Provision

**Salary:** Grade 4 (SCP 6-11) £21,661- £23,455 TTO**de 4 (SCP 6-11) £21,661-**

**Responsible to:**  
SENDCo / Deputy Headteacher / HLTA Crew Leader

**Responsible for:**  
Supporting students with Special Educational Needs and Disabilities (SEND), with a focus on learning, inclusion, and wellbeing

**Role Type:** Support Staff

**Contract Type:** 37 hours per week, Term Time only

**Job Purpose**

The Teaching Assistant will work under the direction of the class teacher and SENDCo to support the learning, development, and wellbeing of students with additional needs. The role is focused on promoting inclusion, fostering independence, and ensuring students are able to make the most of the educational and cultural opportunities available at Walsall Studio School. You will be specifically working with students who have Educational Health and Care Plans (EHCP) with identified needs relating to Social, Emotional and Mental Health (SEMH) and/or Communication and Interaction difficulties.

**Key Responsibilities**

**1. Support for Students**

* Attend to students' personal needs including health, welfare, emotional, and social development.
* Support learning activities using specialist knowledge, strategies, and resources tailored to individual needs.
* Foster inclusion by supporting students in both classroom and wider school activities, promoting peer interaction and social skills.
* Contribute to the development and implementation of Individual Learning Plans and support strategies.
* Monitor students’ engagement and progress, modifying approaches as required to ensure intended outcomes are achieved.
* Promote the use of assistive technology and adaptive strategies to ensure access to the curriculum.
* Encourage and develop students' independence in learning, personal care, and school life.

**2. Support for Teaching and Learning**

* Collaborate with class teachers to clarify lesson content, learning objectives, and support strategies.
* Support the Assess–Plan–Do–Review cycle and contribute to SEN reviews and target setting.
* Play an active role in the delivery and adaptation of lessons and learning activities.
* Prepare learning resources, make use of appropriate school materials, and contribute to lesson preparation (e.g., photocopying, resourcing).
* Provide feedback and insight to teaching staff on student progress and challenges.

**3. Liaison and Professional Collaboration**

* Act as a key point of contact for external professionals (e.g., speech therapists, educational psychologists), ensuring clear communication and implementation of recommendations.
* Support the EHCP review process through feedback and evidence collection.
* Maintain positive working relationships with parents/carers, providing regular updates and fostering trust and transparency.
* Liaise regularly with pastoral and curriculum teams to ensure consistent support for students.

**4. Wider School Responsibilities**

* Comply with and uphold all school policies, including those related to child protection, behaviour, health and safety, and equal opportunities.
* Promote and celebrate diversity, equity, and inclusive practice throughout the school.
* Attend and contribute to relevant meetings and training sessions, including INSET days.
* Undertake training in first aid and provide basic first aid to students when necessary.
* Participate in continuous professional development and use personal expertise to support colleagues.
* Carry out additional duties as reasonably directed by the SENDCo or SLT in alignment with the needs of the school.

**Safe Working Practices for Adults Working with Children**  
All staff at Walsall Studio School are expected to model and uphold the Trust’s ethos of safe, respectful, and professional conduct when working with students. The postholder must act in line with safeguarding principles and actively promote a culture of vigilance and care.

**Safeguarding Statement**  
Walsall Studio School is committed to safeguarding and promoting the welfare of children. All appointments are subject to an enhanced DBS check, satisfactory references, and other relevant employment checks.



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**Teaching Assistant – Studio 5 Specialist Resource Provision (SRP)**

**Person Specification**

|  |  |
| --- | --- |
| **Qualifications** | **Assessment**  **Method** |
| GCSE English and Maths at Grade C / 4 or above | AF |
| Relevant qualification in supporting learning | AF |

| **Experience** | **Assessment Method** |
| --- | --- |
| Evidence of working successfully with young people who have special educational needs or disabilities | I, R |
| Evidence of supporting young people in a learning environment | AF |
| Attendance at courses supporting young people’s development (e.g. counselling, mentoring) | AF |
| Demonstrates the ability to overcome challenges or difficulties | AF |

| **Knowledge** | **Assessment Method** |
| --- | --- |
| Understanding of the diverse needs of students with SEND | O |
| Ability to apply school policies effectively | AF, R |
| Understanding of the educational setting and context for young people | AF |
| Understanding of how to support a young person in and out of the classroom | O |
| Ability to work effectively with parents and external agencies | I |
| Understanding of how to enable young people to make effective progress | I, R |
| Strong understanding of safeguarding principles and procedures | I, R |

| **Leadership & Professional Attributes** | **Assessment Method** |
| --- | --- |
| Holds high standards and expectations of self | AF |
| Sets high standards for others | O |
| Motivates and inspires others | O |
| Able to inspire young people to aim high | I |
| Works effectively as part of a team | I |
| Demonstrates integrity and accountability | I, R |
| Excellent interpersonal and intrapersonal skills | I |
| Willingness to embrace and overcome challenges | I, R |

| **Supporting Learning and Teaching** | **Assessment Method** |
| --- | --- |
| Excellent literacy and numeracy skills | AF |
| Strong communication skills | I |
| Experience supporting young people in a range of settings | O |
| Ability to form positive, supportive relationships with young people | O |
| Ability to adapt learning to suit the needs of all learners | I |
| Excellent time management and organisation | I, R |
| Commitment to raising achievement and standards | I |
| Resilience and a good sense of humour | O |
| Embeds school ethos into all aspects of practice | R |
| Ability to act as an effective Key Worker for students | I |

**Key to Assessment Methods:**  
**AF** – Application Form  **I** – Interview  **O** – Observation  **R** – Reference

**OUR OFFER TO YOU**

* A superb staff team committed to doing their absolute best for all in our school community.
* Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together).
* A wealth of support for your ongoing continuing professional development, including a Trust-wide programme for support staff drawing on expertise from across the Mercian Trust.
* A comprehensive employee assistance and staff benefits package including Simplyhealth (cash-back health plan and 24:7 video call and telephone access to GP and counselling), salary sacrifice schemes, and discounts portal (ranging from gym membership to discount cards and vouchers for online and high street retailers).
* There will never be a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team.

**SAFEGUARDING AND SAFER RECRUITMENT**

* The Mercian Trust is committed to equal opportunities, safeguarding, and promoting the welfare of children and young adults. We expect all staff to share this commitment. As this post involves working in regulated activity unsupervised with children all post-holders are subject to satisfactory pre-employment checks including an online search check, Enhanced Disclosure and Barring Service check.
* You are required to uphold all relevant policies in respect of child protection and safeguarding, which are based on KCSIE (2024) and Working Together to Safeguard Children (2018).
* You are required to demonstrate and model the Nolan Principles (The Seven Principles of Public Life): Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership. <https://www.gov.uk/government/publications/the-7-principles-of-public-life>
* You should demonstrate your commitment to our equality policy and all our related work to promote diversity, inclusion and belonging.

**KEY INFORMATION – HOW TO APPLY**



|  |  |
| --- | --- |
| **Post** | Teaching Assistant |
| **Responsible to** | Deputy Headteacher / SENDCo / HLTA Crew Leader |
| **Contract and Salary** | Full time, permanent  Grade 6 (SCP 6-11) £21,661- £23,455 Term Time only |
| **Closing Date** | Monday 7th June 2025 (9am) |
| **Interview Dates** | Week commencing 7th June 2025 |
| **Start Date** | 1st September 2025 |
| **Informal Confidential Conversations and Visit of School** | To speak to someone about the post, please contact Angela Lingard, SLT PA and Office Manager at a.lingard@studio.merciantrust.org.uk |
| **How to apply** | Please complete the Online Application Form via our Mercian website. |