Hours: Full time

Salary: Band B, SCP 3 to 4

Contract: Fixed Term until August 2027

Hours: 29 hours per week – term time only + INSET days

Location: Uplands Manor Primary School, Addenbrooke Road, Smethwick

B67 6HT

Required: January 2027

Uplands Manor Primary School is seeking an enthusiastic and dedicated Learning Support Assistants. We are looking for a compassionate and committed Learning Support Assistants to join our team and support children with special educational needs and/or complex needs to thrive and succeed.

We are particularly looking for candidates who have experience, or a strong interest, in supporting children with Social, Emotional and Mental Health (SEMH) needs, as well as children with SEND and complex needs.

This is an exciting opportunity to make a real difference to children who may need additional support to access learning, regulate their emotions, develop positive relationships and thrive within school.

This is a rewarding role for someone who is passionate about making a difference to children's lives. You will work closely with the class teacher and wider team to support pupils on a 1:1 and small group basis, helping them to access learning, develop confidence and achieve their full potential.

About our school

Uplands Manor Primary School is a welcoming and inclusive school at the heart of its community. We are committed to delivering a broad, ambitious and well-sequenced curriculum that enables all pupils to succeed. Our focus is on high-quality teaching, strong outcomes in reading and language development, and ensuring that all pupils, including

those who are disadvantaged and those with SEND, achieve well. We place a strong emphasis on pupil wellbeing, personal development and positive behaviour, underpinned by a culture of high expectations and continuous improvement.

We take pride in our high staff retention rates, which reflect our dedication to creating a positive and fulfilling work environment.

Role Overview:

- Supporting pupils with SEMH, SEND or complex needs in the classroom
- Delivering targeted interventions and personalised support
- Providing 1:1 and small-group support tailored to individual pupils' needs.
- Supporting pupils to regulate their emotions and behaviour and develop strategies that help them successfully engage with learning.
- Building positive, trusting and consistent relationships with pupils.
- Supporting pupils to develop their social skills, confidence, resilience and independence.
- Promoting positive behaviour and emotional wellbeing.
- Supporting communication, language and social development.
- Helping to create a calm, safe and inclusive learning environment.
- Working closely with class teachers, the SENDCo and other colleagues to provide consistent support.
- Working positively with parents and carers where appropriate.
- Supporting pupils to participate fully in school life.

We are looking for someone who will:

- Able to demonstrate a genuine care for the individual pupils
- Enthusiastic, reliable and well-motivated
- Has experience supporting pupils with SEND (e.g. ASD, speech and language, SEMH needs desirable)
- Able to take initiative when working with the children
- Able to display good interpersonal skills
- Committed to working in partnership with parents and carers
- Can work effectively as part of a team.
- Is willing to undertake relevant training and develop their knowledge of SEMH and SEND.

We can offer the successful candidate:

- A welcoming, inclusive and supportive school community.
- Friendly and committed colleagues.
- Children who benefit from positive, caring relationships with adults.
- Opportunities for professional development and training.

- The opportunity to develop experience in supporting pupils with a range of SEMH, SEND and complex needs.
- A role where you can make a genuine difference to the children you support.

- We would particularly welcome applications from candidates who have previous experience of supporting children with SEMH needs, including children who may require additional support with emotional regulation, relationships and engagement with learning.
- Equally, we welcome applications from candidates with experience of supporting pupils with SEND and complex needs**,** or from individuals who can demonstrate the qualities, commitment and willingness to learn that are essential for this role.

Application Form, Job Description and Personnel Specification can be downloaded from Sandwell Local Authority website or WM Jobs. All completed application forms must be returned by email to HR@uplandsmanor.sandwell.sch.uk , posted or delivered directly to the school office.

Visits to our school are warmly welcomed

Role to commence January 2027

Closing date: 11th November at 12pm

Shortlisting: 13th November

Interview dates: Friday 20th November 2026

If you do not hear from us by Wednesday 18th November unfortunately you have not been successful in your application.

Safeguarding

Uplands Manor Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This post is subject to an enhanced DBS check, satisfactory references and pre-employment checks in line with Keeping Children Safe in Education (KCSIE).