

# ags

*Alcester Grammar School*



## **Cover Supervisor with Sports Coaching Experience (2 positions available)**

**September 2024**

**Actual Pro Rata Pay: £23,301.14 p.a.** AGS Band E point15 Full time equiv £27,803 x 43.7/52.143 wks

**Hours: 37 hours per week, 43.7 paid weeks.** 190 working days per academic year, ie: Term Time + Inset days, paid in 12 equal monthly installments.

# Welcome from the Principal



Thank you for showing an interest in working at Alcester Grammar School. AGS is truly a special, unique and outstanding institution that offers a **rich, ambitious curriculum** and a **broad all-round education**, supported by **outstanding pastoral care**. We are looking to appoint a **Cover Supervisor with Sports Coaching Experience** who can contribute fully to the [school's wider aims and vision](#). I very much hope that this booklet, in conjunction with our [website](#), will help you to understand both the specific advertised role and the school more widely. This is a key appointment for the school.

We are looking for someone with energy and enthusiasm, vision and commitment to be a key part of our staff team - ensuring the delivering top quality PE lessons to all, and in doing so embracing our "Sport for All" ethos.

The department has the highest of standards, they are highly collaborative, and as a school we are proud of the diverse and engaging programme we offer to our students.

The successful applicant will be an outstanding practitioner in the classroom. All practitioners (regardless of gender or sport specialism) are equally welcome to apply.

At AGS we know and understand that our staff are key to our success. As Principal, I promise every member of staff appointed to AGS every support I can offer. If you would like to talk through the post prior to application, then please don't hesitate to contact me at [r.thorpe@alcesterags.com](mailto:r.thorpe@alcesterags.com). Tours of the school can also be arranged - we would be delighted to show you around.

Thank you again for your interest in the post – please don't hesitate to get in touch.

A handwritten signature in black ink that reads 'R Thorpe'.

Rachel Thorpe - Principal



# Why work at AGS?



Why do AGS staff generally stay so long and describe the school as the best that they have ever worked in?

- At AGS teachers have the **freedom to teach**. Students have a thirst for learning, they are highly motivated and engaged. Teaching at AGS is **fun and rewarding**.
- A culture of **professional autonomy** and a supportive staff - you join a real '**AGS Family**'.
- We recognise that our staff (like our students) have other commitments away from school and are entitled to a **healthy work-life balance** and we support our staff with family or other commitments wherever possible.
- **High quality bespoke CPD** is provided for all staff - we are committed to supporting professional development.
- We are located in a highly convenient location in South Warwickshire, just over half an hour's drive from Birmingham and easily commutable from Worcester, Stratford, Coventry, Warwick or Cheltenham. It is a **beautiful part of the country** with superb amenities and eminently affordable housing. Anybody joining us is likely to see not just a significant increase in the quality of their professional life, but a commensurate increase in the quality of life outside of school.
- Free **onsite parking, onsite gym and multi-faith prayer room**



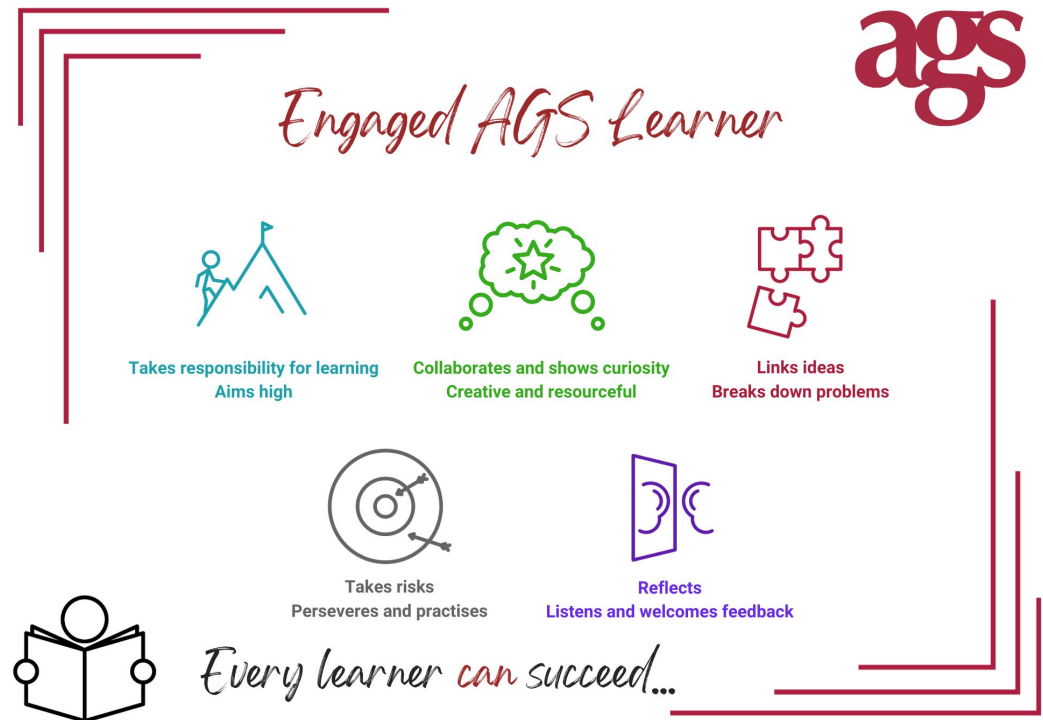
# Learning at AGS



AGS is a unique and special place to learn. We take a holistic view of learning, emphasising the rewards of deep understanding of the subject, instilling a love of learning and its challenges. Our curriculum is knowledge rich, however we are equally committed to the development of specific learning skills, as shown in our definition of an 'Engaged AGS Learner'.

Our vision is to give each of our students the best possible future, and our curriculum is at the heart of this ambition. More information on our KS3 and KS4 curriculum can be found [here](#), whilst details of our 6th Form curriculum can be found [here](#).

At AGS we ask staff as well as students to be 'life-long learners', hence our commitment to bespoke CPD for all staff.



# Pastoral at AGS

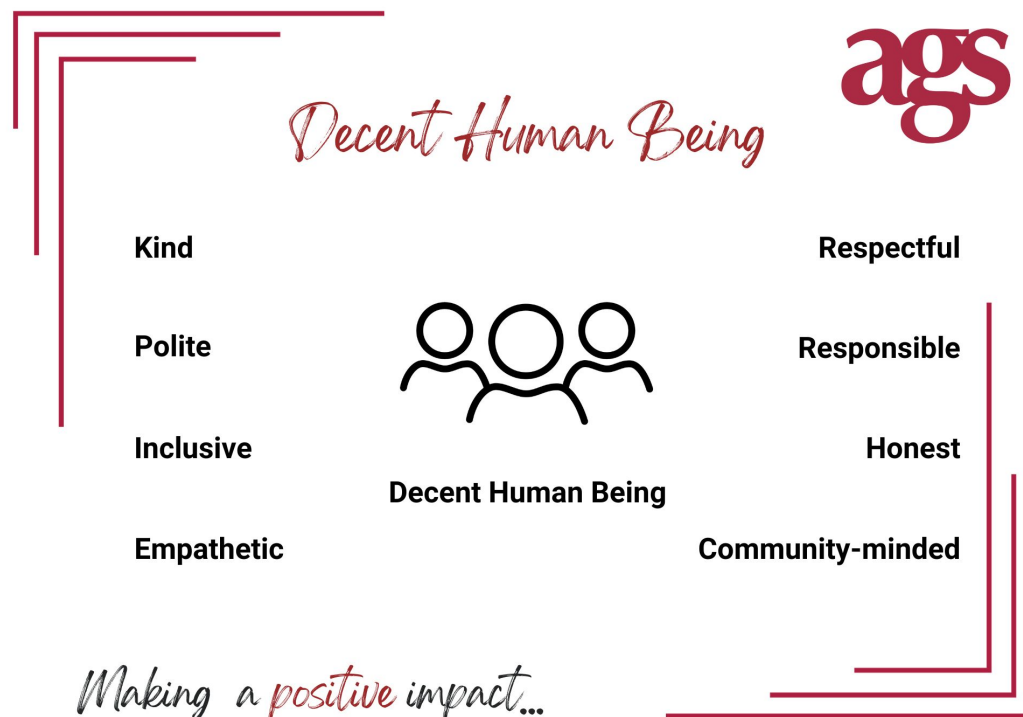


Pastoral care at AGS is second to none. Students are well supported by both the 7-11 and 6th Form Hubs - and all teaching staff pay a vital role as a Form Tutor.

A key part of what makes AGS special is our commitment to developing 'DHBs' - Decent Human Beings. As a school we have recently worked to define this, as shown opposite. These traits are the focus of a strong assembly programme, that also aims to link seamlessly with our PSHE, Life Programme in the 6th Form and excellent Careers provision.

At AGS we are a fully inclusive school - Ofsted recently noted that pupils 'treat everyone with courtesy and respect those with different lifestyles and backgrounds. Pupils have a strong understanding of equality, diversity and inclusion. They accept that individuals can be themselves'.

Student voice is important at AGS; the Student Senate meet half termly to feed back to SLT.



# Opportunities at AGS



AGS offers a wide variety of extra and super-curricular opportunities beyond the classroom. We believe that all our students should have the opportunity to develop new skills and find different interests and hobbies. Taking part in clubs is also a wonderful way to make new friends and have fun with others who share similar interests.

Students are able to take part in a wide range of sports, music and drama opportunities as well as variety of co-curricular and fun clubs and societies. These are led by staff in their specific field of expertise and/or interest area and a number of clubs are also initiated and run by our students themselves.



As a staff member joining AGS, it is an expectation that you will play a full role in all areas of school life - not just in the classroom. In return you can expect opportunities to travel the world on our significant number of international trips, to work with students in new and creative ways and to share your own passions (often outside your subject area) with our curious and committed students.

# Key Responsibilities



## **Deliver lessons as provided by class teachers**

- Manage the behaviour of pupils whilst they work to ensure a positive climate for learning
- Monitor pupils work during the lesson and ensure feedback in the moment.
- Return all work to the appropriate teacher along with feedback
- Report back to the teacher as appropriate
- Cover break duty as required
- Provide support to the PE department in agreement with the Principal and the Head of PE
- Contribute to the school's extra curricular Sport Programme as directed by the Principal and Head of PE
- Promote positive values, attitudes and good behaviour, deal promptly with incidents in line with the AGS Behaviour policy and encourage pupils to take responsibility for their behaviour
- Promote the inclusion of all pupils within the classroom, being aware of and supporting difference, to ensure all pupils have equal access to opportunities to learn and develop
- Accompany staff and pupils on educational visits, trips and out of school activities as required and take responsibility for a group under the direction of the teacher/organiser
- Comply with policies and procedures relating to child protection, equal opportunities, health, safety and security, confidentiality and data protection, reporting concerns to the relevant person, respecting confidentiality at all times
- Act as a role model and set high expectations of conduct and behaviour
- Carry out any other reasonable tasks as directed by the Principal

# Person Specification



## Qualification Criteria

- Right to work in UK
- GCSE Maths and English (Grade C) or equivalent
- Educated to degree level, desirable but not essential
- First aid training/qualification, desirable
- Qualifications in Sport, desirable but not essential

## Knowledge, Skills and Experience

- Experience of supervising/ teaching pupils in whole class and small group situations
- Good numeracy and literacy skills
- Good organisation skills and a flexible attitude towards work
- Good communication and interpersonal skills, enabling the effective building of relationship with staff and pupils
- Good understanding of pupils' development and learning processes
- Working knowledge of relevant policies and legislation. e.g. child protection
- Understanding of classroom roles and responsibilities
- Able to supervise pupils and establish a constructive and safe learning environment
- Able to help implement the necessary routines to establish good behaviour
- Genuine passion and a belief in the potential of every pupil
- Resilience, ability to adapt to change and work successfully in a team
- Be reliable, punctual and well-presented
- Positive commitment to student achievement and staff development
- Able to take direction, make good judgments and take initiative when required
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils

**This post is subject to an enhanced DBS disclosure**

