

# ags

*Alcester Grammar School*



## **Learning Support Assistants**

AGS NJC Band D scp 7-11 £12.59 to £13.47 per hour plus Local Government Pension Scheme

**One permanent role 32.5 hours per week, Mon to Fri 8:40am to 3:40pm: Actual Pay £17,884.06**

190 days per academic year ie: AGS term time + some inset days to total 190 days.

**One temporary role (part time hours - some flexibility) - by mutual agreement**

# 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 **Learning Support Assistant** to work within our SEND team and 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.

*Nurturing aspiration, achievement,  
and opportunity for all*

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.



Rachel Thorpe - Principal

*R Thorpe*

# 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**



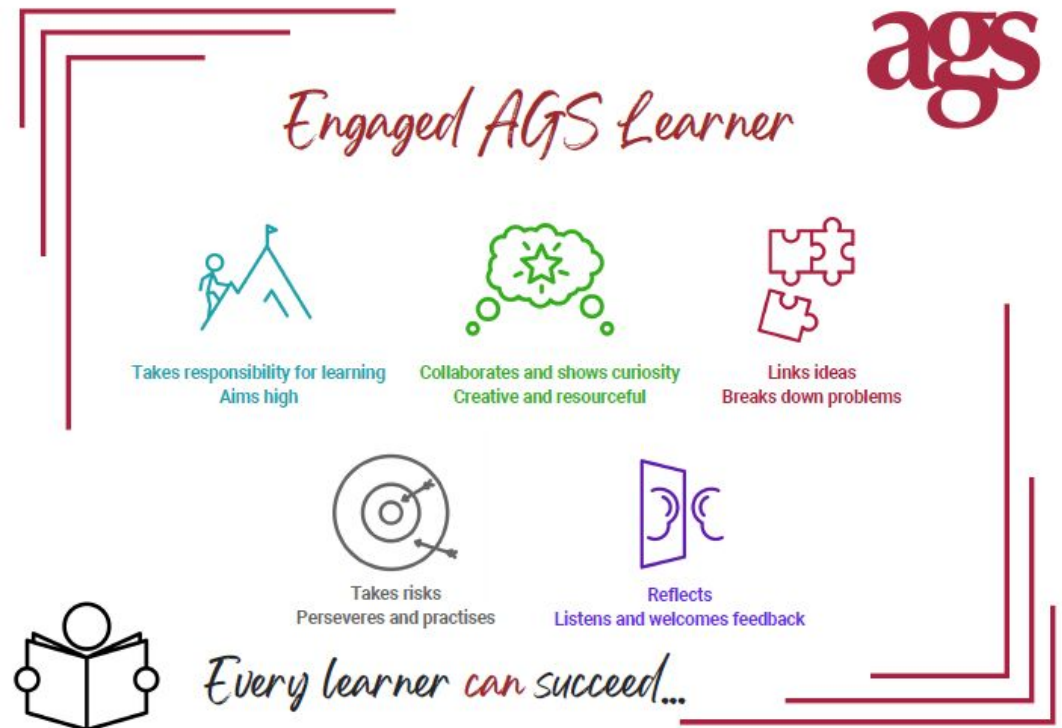
# Learning at AGS



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.

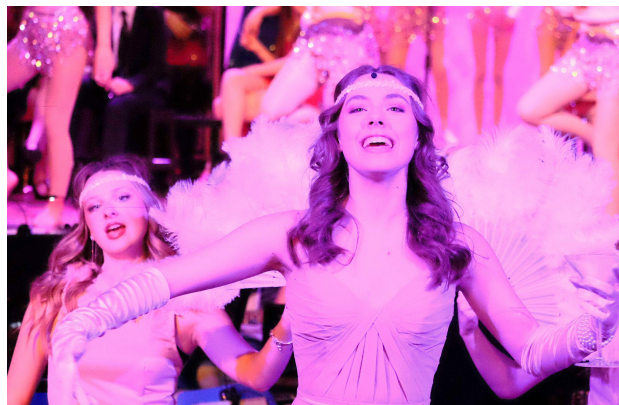
A key part of what makes AGS special is our commitment to developing 'DHBs' - Decent Human Beings. As a school we have recently worked to define this, as shown opposite. These traits are the focus of a strong assembly programme, that also aims to link seamlessly with our PSHE, Life Programme in the 6th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

# The Department



We are looking to appoint a Learning Support Assistant to join our dedicated and enthusiastic team. Responsibilities include providing 1:1 SEN support, working in partnership with subject teachers and supervising small group interventions. Learning Support Assistants are vital in supporting students to feel confident in their abilities. And motivating them to achieve their potential.

The successful candidate will be both committed and enthusiastic with excellent communication skills. Previous experience of supporting students with SEND in a school setting would be advantageous. We are happy to accept applications seeking full or part time hours.

This is a rare opportunity to join a unique and happy school. As a Learning Support Assistant, you will assist in maintaining our inclusive environment, ensuring all pupils make the most of their education.

The SEND Team:

We are a small team, currently consisting of the SENCo, Assistant SENCo Learning Support Coordinator and Learning Support Assistants.

We work in a unique way within the school setting and are looking for candidates who are passionate about supporting young people to achieve their full potential.

Please do not hesitate to contact the SENCo for more information about this role: [c.brown@alcestergs.com](mailto:c.brown@alcestergs.com)



# Person Specification



It is expected that the successful applicant will be able to fulfil the following criteria:

## Qualifications :

- GCSE English and Maths at grades A-C (or equivalent)

## Experience:

- Experience of working with students in a school setting
- Experience of working with SEND students is an advantage
- Experience of working within SEND team is not essential as training will be provided in school and externally, if necessary

## Relationships:

- A commitment to students as individuals
- A sensitive attitude to students of all abilities and ages and the ability to support teachers to meet the needs of those with Special Educational needs
- Supporting students to ensure they feel confident in their abilities
- A recognition of the importance of partnership with parents
- A supportive and cooperative approach to colleagues

## Personal Characteristics

- A commitment to the AGS ethos
- A willingness to continue learning and developing as a learning support assistant
- A reflective approach to their own practice and to the overall performance of the department
- Hard working and adaptable
- Happy to work independently or in collaboration
- Able to carry initiatives through to their conclusion
- Friendly and approachable
- Well organised and able to meet deadlines
- Demonstrate a passion for working with pupils with additional needs and an ability to enthuse students of all ages
- A commitment to safeguarding children's well being
- A commitment to playing a part in the wider life of the school