



# *Alcester Grammar School*

**Full time Teacher of Chemistry** 1.0 FTE  
MPS / UPS  
(0.8 FTE may be available if required)

From September 2025



# 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 **passionate Teacher of Chemistry** who can both convey a real enthusiasm for the subject 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

*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**



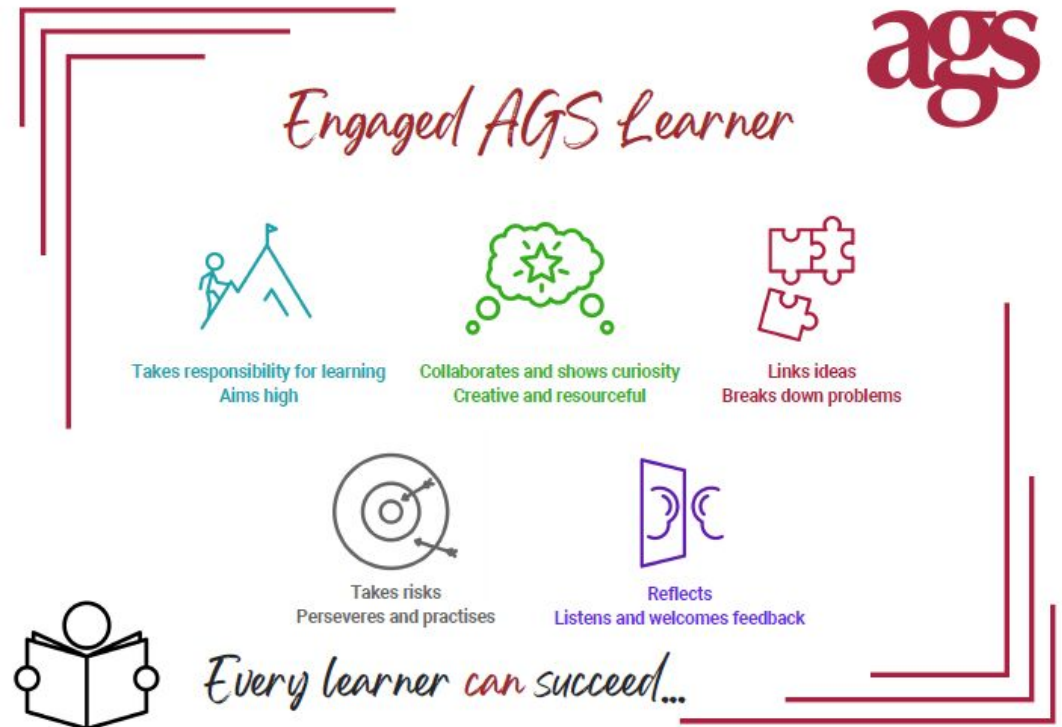
# Learning at AGS



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 'lifelong learners', hence our commitment to bespoke CPD for all staff.



'Pupils love learning. They benefit from an exceptional curriculum" (Ofsted 2022)

# 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 a 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



Science continues to go from strength to strength at AGS with 73% of chemistry GCSE students gaining 7+ grades and 65% of chemistry A-level students getting A\*-B grades last year. The chemistry department has well-established schemes of work across all year groups and places a strong emphasis on teamwork. The successful applicant will be very well supported throughout their time here.

This is an excellent opportunity to work in an outstanding academic environment with innovative and experienced colleagues and keen, well-motivated students. There is the potential for a significant amount of A level teaching, however all members of the department teach across the full age range.

Year 7 students have three science lessons per week. Chemistry, Physics and Biology topics are taught by one Science teacher across the course of the year. From year 8, science at Alcester Grammar School is taught separately as biology, chemistry and physics by specialist subject teachers. Science is a thriving department within the school. Each area has its own departmental head. There is much coordination and sharing of good practice between departments with focus on teaching and learning strategies, health and safety, investigative work, and diversity/inclusion.

There are eleven well-equipped laboratories, with associated preparation rooms ensuring that all science lessons take place within labs. Each subject has its own experienced technician whose work is vital to the effective work of the department. Our wonderful technicians were complemented by Ofsted for their efficiency and dedication and are actively involved in the Warwickshire Technician Support Group.



# The Department



Currently in Years 7 and 8 students follow courses covering the Key Stage Three National Curriculum. All pupils have 3 hours of science per week. Class sizes are about thirty. From year 9 however, we feel students are ready for the challenge of the GCSE course. This 3 year approach gives us time to cover the specification in depth as well as provide ample opportunity for practical work which we highly value. At GCSE we follow the AQA Chemistry course. Almost all pupils take 3 separate science GCSEs and each pupil receives 2 periods (2 hours) and one homework per week in Year 10 and 11. Class sizes average about twenty six.

In the sixth form science continues to be extremely popular and successful. Over half of our sixth form students join us from local schools. We follow the AQA Chemistry A level course. Many lessons feature practical work to help students learn and understand through exploration. We always strive to make chemistry relevant and exciting. We encourage pupils to keep up to date with current issues and become rounded, well-informed scientists. We organise a range of visits to local universities and welcome visiting lecturers and have an extensive outreach programme to local schools. We encourage participation in local, national and international competitions, where we have enjoyed considerable successes. We always welcome new ideas and initiatives.



# Person Specification



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

## **Qualifications/Ability and Experience :**

- QTS and a good honours degree in a related subject
- Ability to teach Chemistry across KS3, KS4 and KS5 and Science at KS3/4
- Experience of leading extra-curricular provision
- Sufficient experience to lead others in the curriculum area

## **Relationships:**

- A commitment to students as individuals
- A sensitive attitude to students of all abilities and ages and the ability to differentiate teaching to meet the needs of the most able and those with Special Educational needs
- An ability to create a stimulating and challenging learning environment for students
- 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 commitment to safeguarding children's well being and to working within professional boundaries
- A willingness to continue learning and developing as a teacher
- 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
- Emotionally and self-aware
- Well organised and able to meet deadlines
- Demonstrate a passion for the subject and an ability to enthuse students of all ages
- A commitment to playing a part in the wider life of the school

# Safeguarding and Equal Opportunities



## Safeguarding

Alcester Grammar School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

## Equal Opportunities

Alcester Grammar School is committed to developing a culture of inclusion in our school for the benefit of all staff, pupils and governors. We believe that all staff should thrive irrespective of race, religious beliefs, disability, gender, gender identity, and sexual orientation. We recognise and respect values and difference and we work to remove any barriers which inhibit the development of people, including recruitment and retention.

