



RGS
WORCESTER

Learning Support Assistant



Appointment of Learning Support Assistant

Responsible to: Director of Learning Development (SENCO)

Responsible for: N/A

Location: RGS Worcester (and RGS Dodderhill, RGS Springfield, RGS The Grange as required.)

Working pattern: 2 days per week, (available days are Monday, Tuesday, Wednesday)

Member of: RGS Worcester Support Staff

General Purpose: To provide support to an individual student on a one-to-one basis, both within a classroom setting and in a co-curricular setting to enable the student to fully experience school life.

Working Conditions:

Probation: 2 terms, which can be extended if deemed necessary

Other Benefits: Competitive pension scheme, fee remission, Death in Service, Private Medical Insurance (option), Cycle to Work Scheme

RGS Worcester

Introduction

The Royal Grammar School Worcester is one of the leading independent co-educational day schools in the West Midlands. RGS Worcester has approximately 1000 pupils aged 11 - 18 years, including a Sixth Form of 250 students. There are a further 400 pupils aged 2 - 11 years in the RGS Preparatory School, RGS The Grange. RGS Springfield is a dedicated Nursery within The RGS Worcester Family of Schools, offering specialist early-years education to children aged 2 to 4. RGS Dodderhill with its 170 pupils joined The RGS Family of Schools in 2019 and is situated in Droitwich Spa, 5 miles North of Worcester. The Headmaster of RGS Worcester is also the Executive Head of The RGS Worcester Family of Schools and is a member of the Heads' Conference (HMC).

History

RGS was founded some time around 685 and lays claim to being the sixth oldest school in the world. The School has a rich history: RGS received its first Royal Charter in 1561 and was granted its 'Royal' title by Queen Victoria in 1869. From 1950 until 1983, the School was administered by Worcestershire LEA as a voluntary aided grammar school and the School reverted to independence in 1983. RGS became co-educational in 2002 and merged with the neighbouring girls' school, The Alice Ottley School, in 2007. The Senior School is now fully co-educational and close to 50:50 boy:girl.

Facilities

RGS Worcester is situated a few minutes' walk from the centre of the City of Worcester and is convenient for rail and bus links. The School's older buildings are mostly pre-20th Century and five of them have been listed by English Heritage, the most notable being Britannia House, built in 1730, and the ruins of a Cistercian nunnery known as Whiteladies, dating from c.1240.

The School has superb facilities, which include a Sixth Form Centre, refurbished Science Block, Library, Health and Fitness Centre, two Sports Halls, Dance Studio, Lecture Theatre, Art Block, Design Centre and Performing Arts Centre. Some of the playing fields are close by in the City centre and there are 50 acres of grounds at RGS The Grange as well as a new International Hockey Centre shared with Worcester Hockey Club situated between the two Schools. The School has use of the local swimming pool and shares a Boathouse with Worcester Rowing Club on the nearby River Severn. All classrooms are equipped with full IT facilities to support digital learning. The Governors have invested about £14 million in facilities over the last seven years.





Location

RGS Worcester is located in the northern part of Worcester and is easily accessible from the City as well as surrounding towns and villages. House prices in the area are extremely attractive compared to other cities and are equally favourable both as a first-time buyer looking for a flat or small house and those seeking a family home. There is also a strong rental market. For those looking to move out of London, Worcester offers considerable property opportunity.

Worcester is a vibrant and beautiful city overlooking the banks of the River Severn. The extraordinary Cathedral reveals the great history and tradition of the City and sits alongside modern shopping and leisure facilities. Worcester boasts extensive cultural activities and sporting life including the Worcestershire County Cricket Club ground in the centre of the City and Worcester Warriors' Sixways Stadium a few minutes drive from the School.

The surrounding area offers the outdoors life with the Malvern Hills and many other locations for walking, cycling, canoeing, rowing and other outdoor pursuits. A few minutes out of Worcester, visitors find themselves in rural villages and surrounding countryside. With its excellent transport links to Birmingham and London, Worcester offers something for everyone and is certainly an extremely attractive place to work and live.

School Aims

The aims of the School are to reach a high level of academic achievement, to be a caring and civilised society within a well-disciplined environment and, by placing emphasis on a wide range of sporting, cultural and other activities, to extend pupils in as many ways as possible. Overall, the aim is to offer a balanced and challenging education, which will stand pupils in good stead in their future careers and within the community at large.

At RGS we take great pride in providing support for every pupil and ensure that each individual feels a part of the RGS Family. We aim to guide and encourage our pupils to seize the many opportunities that life at RGS provides.

Curriculum and Academic Life

Pupils study all of the subjects in the Lower School (Years Seven and Eight) before joining the Middle School in Year Nine. Normally ten GCSE subjects are studied in Years Ten and Eleven; the option arrangements allow a wide choice and 'personalised learning' with 23 Subjects on offer.

The majority of Sixth Form leavers move on to Higher Education, gaining places at Russell Group Universities or top 25 ranked Universities, including a number to Oxford and Cambridge Universities. Each year a number go to Drama, Music or Art Colleges and increasingly opt for higher level Apprenticeships with prestigious companies.

Pastoral Care

The strength of the pastoral care system and the pride pupils place in their school are distinctive features of RGS, as is the excellent spirit of co-operation between pupils, staff, and parents. The Form Tutor is an important figure in each pupil's school life, and there are Heads of each Year group who act as team leaders and who have two Assistant Heads of Year to support them. There is also a Head of Lower School and a Head of Sixth Form who each oversee their specific Sections.

Immense care is taken over pastoral issues, and communication between staff and parents is frequent and constructive. RGS is committed to safeguarding and promoting the well-being of all the pupils in our care, regardless of the age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socioeconomic background. The dedicated staff provide a caring, positive safe and educationally stimulating environment that promotes spiritual, moral, social and cultural development.





Co-curricular Activities

RGS Worcester prides itself on its co-curricular provision. The Music provision is extremely strong with thirteen different ensembles, and 30 concerts each year, including performances in major venues locally and nationally. The breadth of the co-curricular Music provision is unusual with concerts ranging from informal 'tea-time' events to large orchestral and choral performances with staff often participating alongside the pupils.

In Drama there are opportunities both for musical theatre and serious drama. There are 18 Drama Productions annually. The School has its own theatre along with other performance spaces and both Music and Drama are part of a vibrant Creative Arts Faculty based in the Performing Arts Centre located in the heart of the School.

RGS Sport is impressive with key 'focus' Sports (Rugby, Football, Cricket, for boys and Hockey, Netball, Cricket, for girls) alongside a broad provision of 23 different sports on offer. Teams compete in fixtures regularly with A - F Teams in the Lower School. A bespoke Athlete Development Programme is available for aspiring athletes in all sports.

A unique aspect of sport at RGS Worcester is that our senior teams have the opportunity to play in high-profile local derby fixtures, experiencing Football and Rugby at Sixways Stadium, Netball at the University of Worcester Arena, and Hockey at Worcester International Hockey Centre, in front of crowds of up to 4,000.

There is a vibrant House system with regular competitions in a wide range of activities. All pupils and staff are allocated to a House and enjoy taking part.

There are many other opportunities for pupils including a large Combined Cadet Force (Army, Navy and RAF Sections) and the Duke of Edinburgh's Award Scheme for pupils from Year Nine onwards. Debating is a particularly popular and successful school activity in all Sections of the School. A wide range of Academic Clubs and Societies is available and all pupils are encouraged to participate fully to develop their interests and enjoy a well-rounded education. There is a unique and bespoke 'Future Ready' programme in the Sixth Form and an Enrichment programme that runs throughout the School.

Admission

Admission is by the School's own examination held in November, mainly at 11+, but also at 12+ and 13+. Pupils are also admitted into the Sixth Form on the basis of Assessments, GCSE results and school reports. Academic Scholarships and means-tested Bursaries are available at 11+, 13+ and 16+. Art, Drama, Music and Sports Scholarships are also available at 11+, 13+ and 16+ and for Textiles and Design Technology at 13+ and 16+.



“ Leaders invest heavily in making sure that pupils’ daily interactions are incredibly positive. They provide high-quality pastoral support for pupils. Leaders and staff role model important values, such as respect, in all their interactions. There are exceptionally supportive relationships between pupils, and between pupils and staff. This leads to an environment where pupils flourish. Pupils develop exceptional levels of confidence acadmeically and personally, which creates a highly focused learning atmosphere and supports pupils’ success in their learning, including in national examinations. This is a significant strength of the school.”

“With academic standards at an all-time high, this friendly, immaculate campus school buzzes with activity and ingenuity, mindfully nurturing the talents and interests of each pupil to follow their own path in a challenging, modern world.”

The Good Schools Guide 2025

Job Description

Key Tasks and Responsibilities

- Support the individual needs of a student, following their individual learning support plan.
- Work with RGS Worcester Learning Development team and wider pastoral team to develop the learning plan, stretch and challenge the individual and encourage their independent interests.
- Use a creative approach to motivate, inspire and challenge students on a one-to-one basis and within a small group, to develop peer on peer interactions.
- To engage with School life and the RGS community, to ensure learning and co-curricular are both experienced. To support with House events, co-curricular activities and sports.
- To support the student on a one-to-one basis within a classroom environment, and within a co-curricular setting.
- To ensure you are up to date on learning development theories, approaches and able to develop these to best support RGS Worcester students.
- To develop students' abilities to allow them further independence and to challenge and motivate them to attain agreed upon targets.





Person Specification

Competencies, Education & Experience (Essential)

- Strong Communication; both written and verbal
- Exceptional organisational skills and the ability to think in a logical manner
- Flexible approach to be able to work as part of a team
- Willingness to participate fully in School life
- Ability to provide a calm and measured response to situations
- Enthusiastic self-motivated approach to work with the ability to use initiative
- Demonstrate diplomacy, tact and loyalty at all times
- Excellent working knowledge of Microsoft Office, including Word, Excel and PowerPoint
- Experience setting up, maintaining and managing learning support plans
- Qualified as NVQ Level 2 or above

Competencies, Education & Experience (Desirable)

- Experience using Apple technology including iPads and apps for learning
- Experience of working within a Specialist Resource Base School
- Experience working as a HLTA/ LSA/ working with SEND students
- Experience of working with a Learning Development Team
- Experience of working with a range of needs including Autism and visual impairment
- Knowledge of Braille

The post holder should be aware that the above job description and specification is not exhaustive. The post holder should be willing to partake in all activities that positively contribute to the life of the school. Any changes to the above description and specification will be done in a timely manner and in consultation with the post holder.

Process of Application

Interviews will be confirmed to shortlisted candidates in due course.

All candidates are required to apply via the TES online application form (no CVs will be accepted). RGS Worcester reserves the right to close applications early if suitable candidates apply, who may be called early to interview.

A completed TES application form with the names, addresses, telephone numbers and e-mail addresses of two referees (including their current employer if applicable) should be provided. All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK. The person appointed will be subject to an enhanced DBS check, Prohibition Check, Right to Work in the UK and other checks specified by the Department for Education and Independent School's Inspectorate (ISI).

We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Rehabilitation of offenders: This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Further information about filtering offences can be found in the DBS filtering guide.

Candidates should be aware that if shortlisted, an online search will be conducted as an additional safeguarding check.

The Governors of RGS Worcester are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Registered Charity No. 1120644.

Terms of Appointment

Salary and benefits are commensurate with the importance of the position.

The successful candidate may also benefit from generous pension contributions with AVIVA, fee remission at 50% at The RGS Schools, lunch provided during term time, use of the school gym.

Thank you for your interest in this post and we look forward to seeing you at RGS Worcester.



RGS
WORCESTER



How to find us

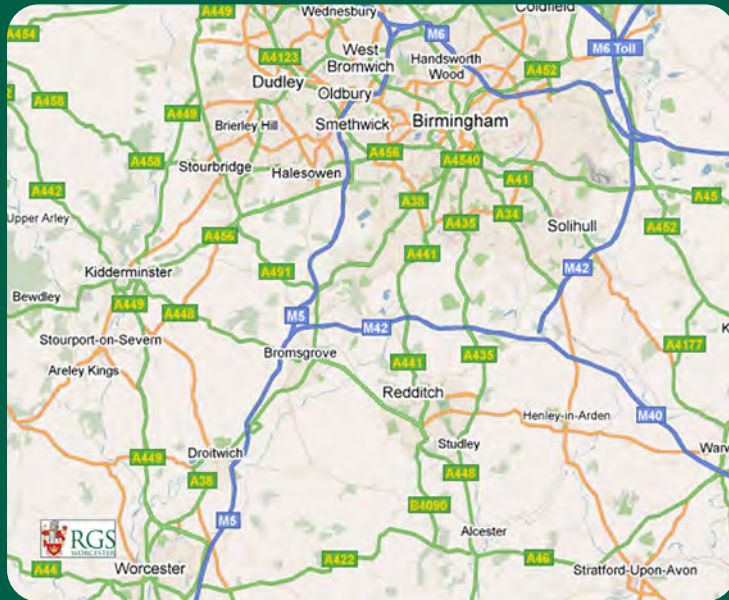
By Road:

The most direct route is via the M5. Leave at Junction 6 and join the A449. Travel through the first intersection until you reach a roundabout. Take the second exit into Ombersley Road, A449. Travel for 2 miles on this road which leads into Barbourne Road and then Upper Tything, A38. The entrance to RGS Worcester is on the left after the Little London turning.

By Rail:

The nearest mainline station is Worcester Foregate Street, which has a direct link to London Paddington and regular services to The West and West Midlands.

Exit the station and turn right. Keep to the right hand side pavement and follow the road out of Worcester for 5 minutes. RGS Worcester will be on your right hand side.



RGS Worcester | RGS The Grange | RGS Springfield | RGS Dodderhill

Upper Tything, Worcester WR1 1HP **Tel** 01905 613391 **Email** office@rgsw.org.uk **Web** www.rgsw.org.uk

The Royal Grammar School Worcester is registered as a private company No. 6251081 limited by guarantee. Registered office: Upper Tything, Worcester WR1 1HP | Registered charity No. 1120644