



Senior Leader – Pastoral

L7 (£57,831)

Temporary - September 1st 2025 - December 31st 2025 in first instance, although with the potential to extend to August 31st 2026.

A start date of August 1st 2025 may be available for a candidate who is able to provide some capacity during the summer break.

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 temporary Senior Leader to work within our SLT and pastoral teams - at point of transition and evolution for leadership across the school, to 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.

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@alcestergs.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 do not hesitate to get in touch.



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**

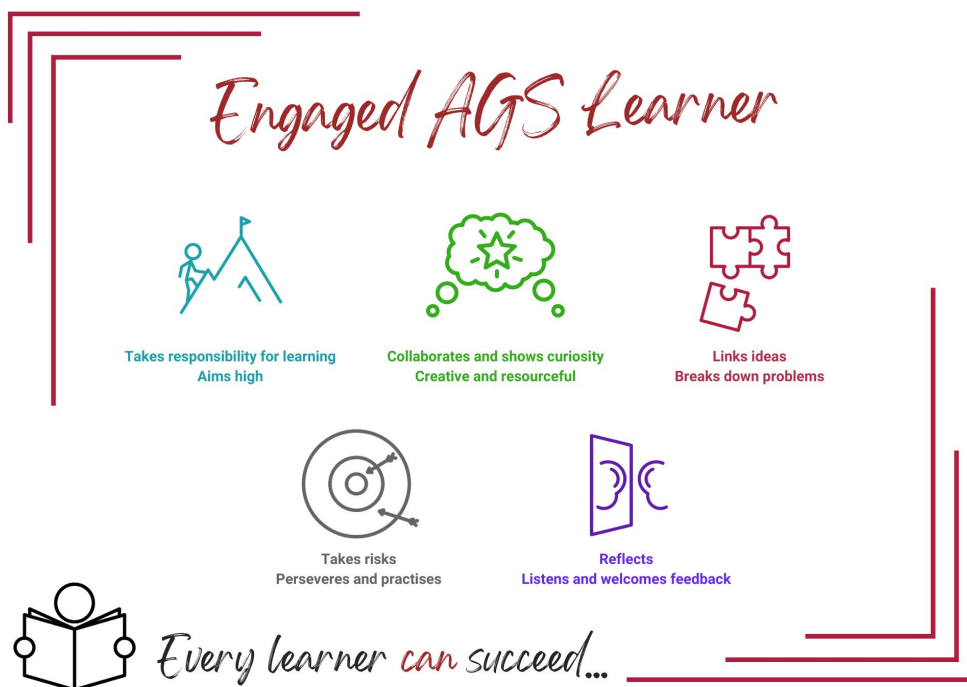


Learning at AGS

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.



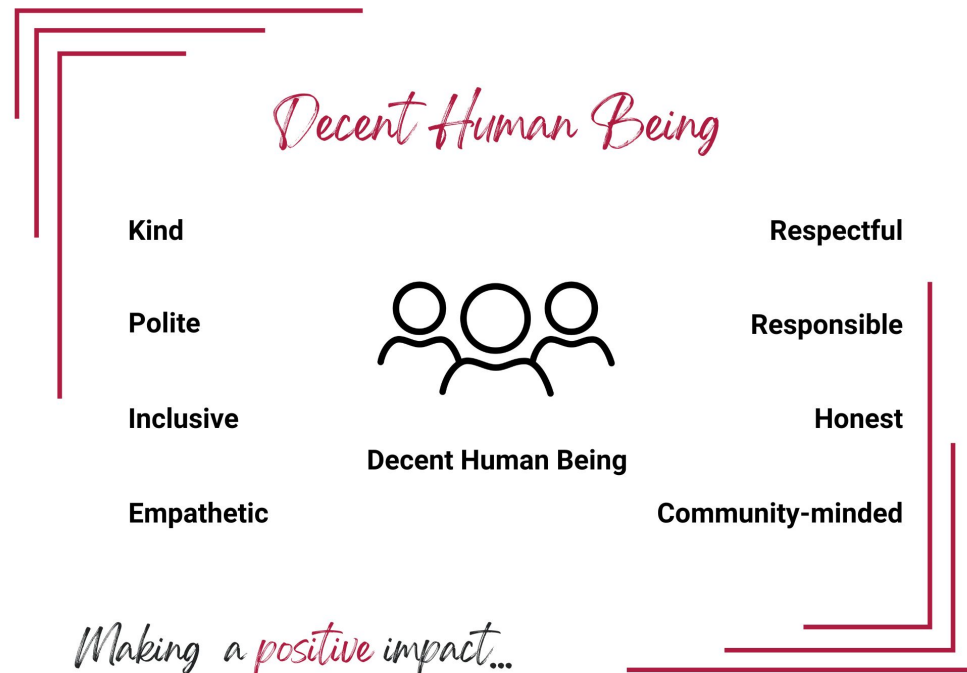
Pastoral at AGS

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 play a vital role as a Form Tutor.

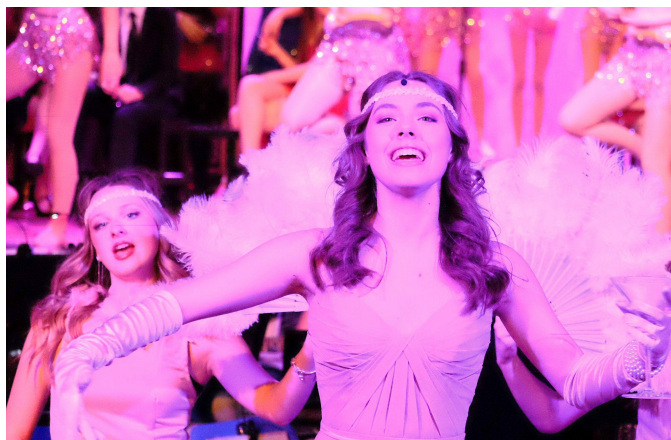
A key part of what makes AGS special is our commitment to developing 'DHBs' - Decent Human Beings. As a school we have recently worked to define this, as shown opposite. These traits are the focus of a strong assembly programme, that also aims to link seamlessly with our PSHE, Life Programme in the 6th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

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
- Considerable experience of Senior Leadership in a 11-18 school
- NPQH desirable
- Significant experience of DSL role
- Proven ability to take on flexible roles in a SLT team as required
- Proven evidence of strategic leadership in pastoral areas of school life

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
- 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.



How to apply



It is strongly recommended that any interested candidates talk to the Principal before application, to ensure that they fully understand the nature of this new role.

Applications are to be submitted via the My New Term Website by 8 am on Monday 7th July 2025.

Early applications are encouraged and we reserve the right to interview early,





Should you have any questions or queries regarding this position, please do not hesitate to contact Mrs Karen Andrews- HR Manager.

k.andrews@alcestergs.com

01789 762 494

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School