Learning Support Assistant

RGS Worcester

Appointment of Learning Support Assistant

Responsible to: Director of Personalised Provision

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

Working Pattern: One day per week (7.5 hours), with the flexibility to support extracurricular opportunities as they arise. There may also be occasional, optional Saturday shifts available depending on operational needs.

Contract type: 12-month fixed term contract to be reviewed in line with the annual EHCP review of the pupil

Member of: RGS Worcester Support Staff

We are looking to appoint an LSA to provide support to identified pupils on a one-to-one basis, both within a classroom setting and in a co-curricular setting to enable the pupils to fully experience school life.

The Personalised Prevision Department

The Personalised Prevision Department of RGS Worcester is a friendly and supportive team of specialist Learning Support Assistants. The team works collaboratively to achieve a shared vision of an inclusive and nurturing School where children are inspired and encouraged to become confident and successful learners.

The successful candidate will benefit from generous pension contributions with AVIVA Pension Trust for Independent Schools (APTIS). Please see our Staff Benefits Brochure for full details related to benefits of employment.





Key Tasks and Responsibilities

- Use a creative approach to motivate, inspire and challenge pupils on a one-to-one basis within a small group, to develop peer on peer interactions
- Engage with the 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
- Support the pupil on a one-to-one basis within a classroom environment and within a co-curricular setting
- Ensure you are up to date on learning development theories, approaches and able to develop these to best support RGS Worcester students
- Develop pupil abilities to allow them further independence and to challenge and motivate them to attain agreed upon targets
- Support the individual needs of a pupil, following their pupil profile
- Work with the RGS Worcester's SENCO, Headteacher and the RGS Director of Personalised Provision to develop the learning plan, stretch and challenge the individual and encourage their independent interests.

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 pupil profiles
- Qualified as NVQ Level 2 or above

Competencies, Education & Experience (desirable)

- Experience using Apple technology including iPads and apps for learning
- Experience working as a HLTA/ LSA/ working with SEND students
- Experience of working with a range of needs including Autism, Dyslexia and ADHD

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.

The School

RGS Worcester is a school of national standing, recently ranked by The Sunday Times “Parent Power” 2026 as the top School in Worcestershire.

Our academic pedigree is further confirmed by The Telegraph, which ranks us as the number one Independent Co-educational Day School in the West Midlands for A Level results.

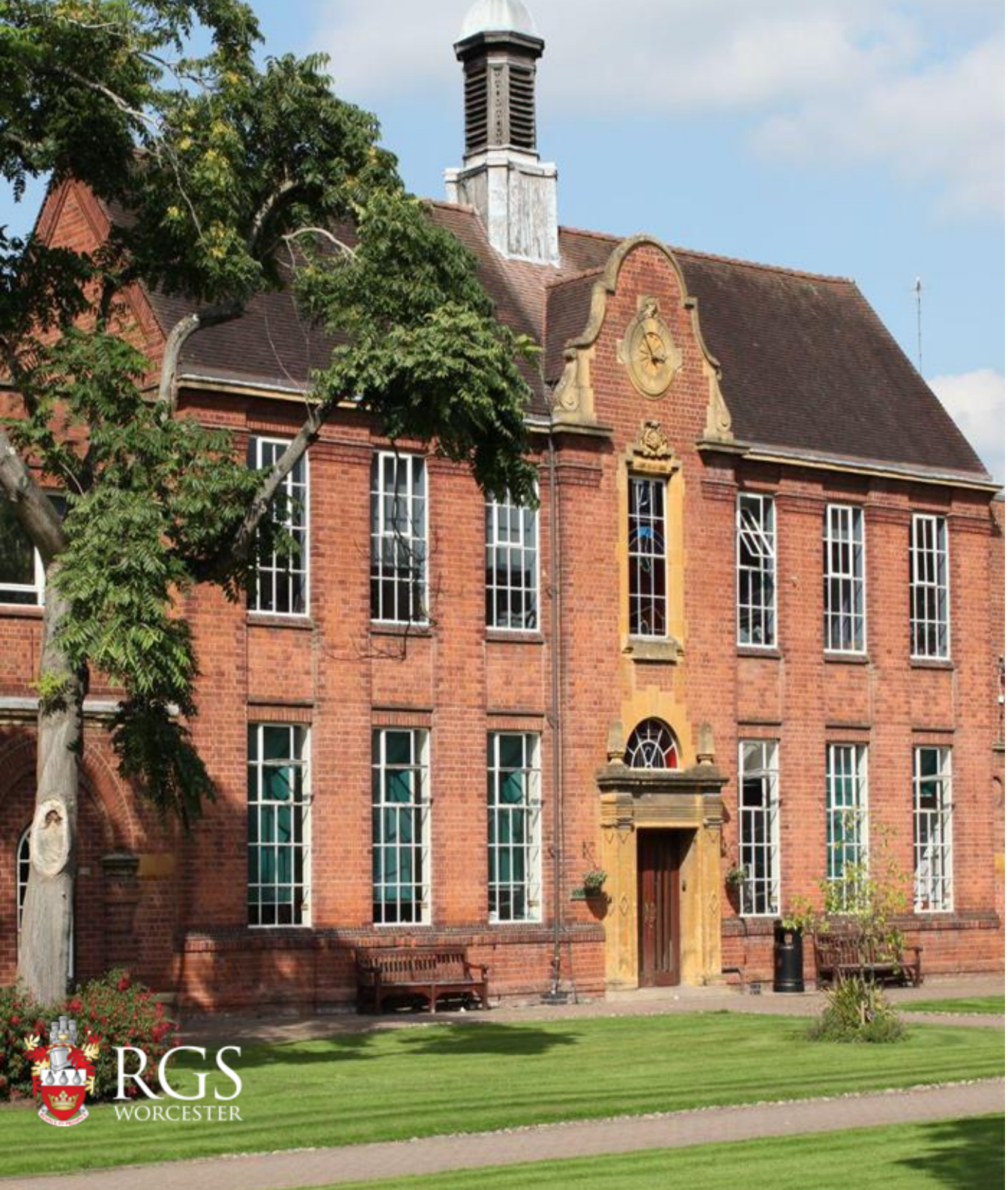
RGS Worcester was named Tes Independent Senior School of the Year 2026, recognising the exceptional breadth and quality of the education provided by the School.

As a global leader in educational innovation, RGS Worcester was the first school in the world to receive the AI Quality Mark Gold Award. The RGS Worcester Family of Schools has also been recognised as an Apple Distinguished School for a further three years, continuing a distinction held since 2017.

This recognition is underpinned by the School’s ISI inspection, which identified a rare Significant Strength.

To join RGS Worcester is to become part of a forward thinking, award winning community committed to delivering an exceptional education.





Introduction

The Royal Grammar School Worcester is one of the leading independent co-educational day schools in the West Midlands. RGS Worcester Senior School has approximately 1000 pupils aged 11 - 18 years, including a Sixth Form of 250 students. There are a further 368 pupils aged 2 - 11 years in the RGS Preparatory School, RGS The Grange (two miles north of Worcester City Centre in the village of Claines) and 27 children in our newly dedicated Nursery, RGS Springfield (a two minute walk from the Senior School in Britannia Square). RGS Dodderhill with its 149 pupils joined The RGS Worcester Family of Schools in 2019 and is situated in Droitwich Spa, 5 miles North of Worcester. The Headmaster of the Senior School is also the Executive Head of The RGS Worcester Family of Schools and is a member of the Headmasters' and Headmistresses' Conference (HMC).

History

RGS Worcester was founded some time around 685 AD and lays claim to being the sixth oldest school in the world. The School has a rich history: RGS Worcester 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. The School became co-educational in 2002 merging with the neighbouring girls' school, The Alice Ottley School, in 2007.

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, Language Laboratory, Library, Fitness Centre, two Sports Halls, Dance Studio, Lecture Theatre, Art Block, Design Centre, Performing Arts Centre, a full-size floodlit all-weather pitch and several pavilions. 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 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 Worcester we take great pride in providing support for every pupil and ensure that each individual feels a part of The RGS Worcester Family . We aim to guide and encourage our pupils to seize the many opportunities that life at RGS Worcester provides. We delight in seeing happy children enjoying their time at school but we also realise that adolescence can bring with it challenges and pressures. We work to equip our young people with the confidence, strength and self-belief that will allow them to realise their potential and lead fulfilling lives, both during their time at the School and beyond. We achieve this through our comprehensive programme of personal development and our diverse pastoral team, which works to connect with each individual.









Curriculum and Academic Life

Pupils follow a common curriculum in Years Seven to Nine. Normally ten GCSE subjects are studied in Years Ten and Eleven, the option arrangements allow a wide choice giving a balanced curriculum which does not prejudice subsequent career decisions. 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 small number go to Drama, Music or Art Colleges. Some students opt for higher level Apprenticeships with companies such as Deloitte, Ernst & Young, the BBC and Jaguar Land Rover.

Pastoral Care

The strength of the pastoral care system and the pride pupils take 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 eight Heads of Year who act as team leaders and who each have an Assistant Head of Year to support them. There is also a Head of Lower School and Head of Sixth Form who each oversee their specific Sections.

Immense care is taken over pastoral problems, and communication between staff and parents is frequent and constructive. We are 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. We provide a caring, positive, safe and educationally stimulating environment that promotes spiritual, moral, social and cultural development.

The safeguarding and welfare of our pupils is our priority and we recognise that all staff, including temporary staff, volunteers and Governors, have a full and active part to play in protecting our pupils from harm. We ensure that everyone understands their roles and responsibilities in respect of safeguarding and is provided with the appropriate training to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns that we may have about pupils. Necessary steps are taken to prevent the employment of unsuitable individuals.

We also support the welfare and safety of all pupils by ensuring that safeguarding is included in the curriculum to help children stay safe, recognise when they do not feel safe and identify to whom they can talk if they have concerns.

We understand the crucial role that a school can play in identifying a safeguarding problem for a child and their family as it emerges, and that, by putting in place Early Help at this stage, we can often prevent problems from escalating into something more serious. We have invested heavily in our Early Help provision as a School and we can offer dedicated one-to-one support from a member of our experienced and trained Pastoral Leaders as well as with our fully qualified Nurses, School Counsellors, or Relaxation Therapist.

Sport

The School's sports facilities are extensive and reflect the Board of Governors' ambition and their sustained investment in RGS Worcester Sport. The main school site features two Sports Halls, which include six indoor Cricket lanes, a Fitness Suite, a Dance Studio, a floodlit all-weather pitch, and four Netball courts. A short walk away are St Oswald's and Flagge Meadow playing fields, with the latter playing host to 1st XV Rugby, 1st XI Football and 1st XI Cricket matches, as well as Worcestershire CCC 2nd XI fixtures.

At RGS The Grange there are a further 50 acres of grounds and pitches and a full-size floodlit Astro. The most recent additions are two international standard water-based pitches at the Worcester International Hockey Centre, which the Schools shares with Worcester Hockey Club, a mile from RGS Worcester. The School also shares a Boathouse with Worcester Rowing Club on the nearby River Severn and our swimmers have use of the local swimming pool.
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.

Co-curricular Activities

RGS Worcester prides itself on its Co-curricular provision. RGS Music is extremely strong with thirteen different ensembles, and over fifteen 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 and staff often participate alongside the pupils.

In Drama there are opportunities both for musical theatre and serious drama. 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.

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.
Admission.

Admissions

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+.







There are exceptionally supportive relationships between pupils, and between pupils and staff. Pupils develop exceptional levels of confidence academically 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.

ISI Inspection Report



Process of Application

Closing Date: 27th November 2026
Interviews will be held week commencing 30th November 2026

Due to early interest, we reserve the right to schedule interviews ahead of the closing deadline for suitable applicants.

Details will be confirmed to all shortlisted candidates in due course.

All candidates are required to apply via the eTeach online application form (no CVs will be accepted). RGS reserves the right to close applications early and candidates may be called early to interview.

A completed eTeach application form with the names, addresses, telephone numbers and e-mail addresses of two referees should be provided. All candidates invited for interview will be required to prove their identity
and their entitlement to work in the UK, and 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.

We recognise that candidates many choose to use AI tools when preparing their application. Applicants remain fully responsible for ensuring that all information submitted is accurate, factual and reflects their own experience and suitability for working in an education setting. RGSW reserves the right to withdraw an application, or to terminate the recruitment process at any stage, where false, misleading or inaccurate information is identified.

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 mean 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.

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



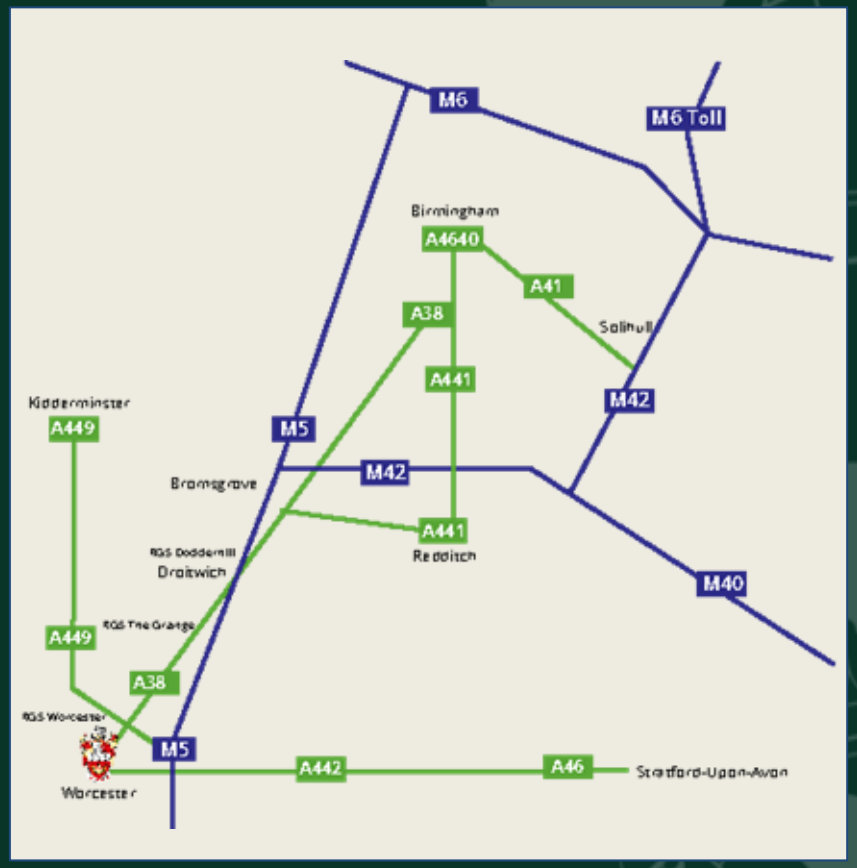
How to Find Us

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.





By Road: The most direct route is via the M5. Leave at Junction 6 and join the A449. Travel through the first intersection and continue until you reach a roundabout. Take the second exit at the roundabout 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.



SCAN ME

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

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