



RGS
THE GRANGE

Learning Support Assistant



Learning Support Assistant

Start date: 1 September 2025 Responsible to:
SENDCO

Location: RGS The Grange

Working Hours: 22.5 hours across 3 days per week

Term Time Only

RGS The Grange

Introduction

RGS The Grange is an outstanding independent primary school for children aged 2-11. The School is situated in a beautiful 54 acre site 2 miles north of Worcester in the Village of Claines, providing senior school facilities in a prep school setting.

RGS The Grange creates a happy, caring and nurturing environment for your child. As well as being rated by ISI inspectors, as an 'Excellent' school for boys and girls from 4 – 11 years, we have an 'Outstanding' Nursery and Pre School for children from the age of 2 years.

About RGS The Grange

Everyone is cherished at RGS The Grange.

RGS The Grange creates a happy, caring and nurturing environment for your child. As well as being rated by ISI inspectors, as an 'Excellent' school for boys and girls from 4 – 11 years, we have an 'Outstanding' Nursery and Pre School for children from the age of 2 years.

The School is situated in a beautiful 50 acre site located on the outskirts of Worcester, Worcestershire. Talented, trusted and committed staff ensure that every child at every age receives individual attention. A stimulating and creative curriculum, in small classes, promotes academic rigour and individual progress. Hand in hand with this, we firmly recognise the importance of social and emotional wellbeing in order for children to be happy and to reach their potential. Each child has the opportunity to develop their skills and confidence in all areas; academic, music, the arts and sports, as well as their social and communication skills.

We are proud of the fact we can provide senior school facilities in a prep school setting.

History

The site of RGS The Grange was once a traditional English farmhouse with the oldest part of the site being the current Nursery area, dating back to 1855.

In 1995 RGS Worcester purchased the site to house its small, but growing, private prep school and the School opened its doors in September 1996.





Academic

Our Teaching and learning is inspired by our belief that every child has the chance to shine, discover their gifts and convert these into real talent. Teachers deliver the curriculum to encourage pupils' interest in their work, develop an ability to think and learn for themselves, and foster self-motivation.

In all areas of the curriculum, teaching encourages effort, be that intellectual, physical or creative. This enables your child to increase their understanding and develop skills in the subjects taught, personalised to their ability, to ensure they make good progress.

We use a range of first-class resources to ensure that your child is engaged in their learning. We carry out learning both inside and outside the classroom. This could be during trips or visits, but also in our fantastic outdoor space around our school, or in our dedicated classrooms for Art, IT, Music etc.

Digital Learning

RGS The Grange makes full use of digital technology as part of the School's highly successful Digital Learning Programme (DLP). Full training is provided for staff and the DLP has been instrumental in ensuring complete continuity of learning for the pupils during the pandemic. RGS is an 'Apple Distinguished School' and provides training for RGS staff as well as staff from other local schools as an Apple Regional Training Centre.

Pastoral Care

The strength of the pastoral care system and the pride pupils take in their school are distinctive features of RGS The Grange, as is the excellent spirit of co-operation between pupils, staff and parents.

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 socio-economic background. We provide a caring, positive safe and educationally stimulating environment that promotes spiritual, moral, social and cultural development.

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 RGS The Grange and beyond. We achieve this through our comprehensive programme of personal development and our diverse pastoral team, which works to connect with each individual.

Pastoral support is provided by the Form Tutor, Heads of Sections, Senior Leaders, the School Nurse and School Counsellor.

Co-curricular Activities

RGS The Grange is committed to the idea that the more someone is willing to try, the more potential they have to become. Our co-curricular provision, therefore, encourages pupils to do more and to be more and we provide each child with that opportunity. We are open from 7.45am – 6.00pm during term time which allows for downtime before and after the official School day. 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. Sports provision is exceptional at the School, with all pupils encouraged to participate and pupils benefit from a breath-taking range of sports opportunities available from being part of the RGS Family. Drama benefits from a performance space and is developing at pace.

There are extensive trips and residential trips that provide unique opportunities for children to learn, with varied hands on activities in new and exciting environments.

Admission

Admission within Nursery and up to Year Two is via taster days to ensure the child is a good fit for the School. Admission from Years Three to Six is via assessment and taster days.

Location

RGS The Grange is situated in a beautiful 54 acre site 2 miles north of Worcester in the village of Claines. Worcestershire offers a 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. Droitwich and Worcester boast 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 moments out of Droitwich, visitors find themselves in rural villages and surrounding countryside. With its excellent transport links to Birmingham and London, Droitwich and Worcester offer something for everyone and are certainly an extremely attractive place to work and live



Our employees say:

'My team are wonderful and reliable. The management team are very supportive and the opportunities the children are given are incredible'

'The environment is vast, it's lovely to be able to take the children outside so much'

'Positive Working Environment'

'Free lunches and easy parking'

'I enjoy working with the specialist teachers that work with the whole school.'





Learning Support Assistant

Job Description and Person Specification

To provide support to individual students in Early Years with an EHCP, both within a classroom setting and in a co-curricular setting to enable the student to fully experience school life. This post will support to individual pupils as part of a team designed approach.

Key Tasks and Responsibilities

- Support the individual needs of a student
- Work with The Grange Headmaster and the SENDCO to stretch and challenge the individual and encourage their independent interests
- Use a creative approach to motivate, inspire and challenge students both individually and a part of the wider community to develop peer on peer interactions
- 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
- Support the student 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 The Grange students
- Develop students abilities to allow them further independence and to challenge and motivate them to attain agreed upon targets
- To support pupils with trips/visits and residential as needed
- Attend training

Competencies, Knowledge and Experience

- 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 & measured response to situations
- Enthusiastic self motivated approach to work with the ability to use initiative
- Demonstrate diplomacy, tact and loyalty at all times
- Knowledge and Experience State the necessary level of education and qualifications and training required to perform the job
- Excellent working knowledge of Microsoft Office including Word, Excel and PowerPoint
- Experience of working within an Early Years setting
- Experience working as a HLTA/ LSA/ working with SEND students
- Experience of working within a Learning Development Team
- Qualified as NVQ Level 2 or above

Process of Application - Closing date: **1 August 2025**

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

RGSW is committed to cultivating and preserving a culture of inclusion and connectedness. We are able to grow and learn better together with diverse staff. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression and talent that our staff invest in their work represents not only part of our culture, but our reputation and RGSW's achievements as well. In recruiting for staff, we welcome the unique contributions that you can bring in terms of your languages spoken, culture, ethnicity, gender, gender identity, transgender, age, disability, sexual orientation, religion and beliefs. We also want you to achieve your absolute best during the recruitment process. Please let us know of any changes we can make at any point that will help support you in completing an application.

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 may 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

Staff appointed to The RGS Worcester Family of Schools are enrolled in the AVIVA Pension Trust for Independent Schools pension scheme (APTIS), which is a Defined Contribution scheme designed specifically for staff in the independent education sector. Through APTIS, we offer a competitive and sustainable pension package. As your employer, we contribute 10% while your contribution would be a minimum of 3%, ensuring a solid foundation for your retirement planning. APTIS also provides flexibility and benefits tailored to your needs.

'Welcoming, unaffected and academically on the up and up, while still valuing the breadth of opportunities outside the classroom.'



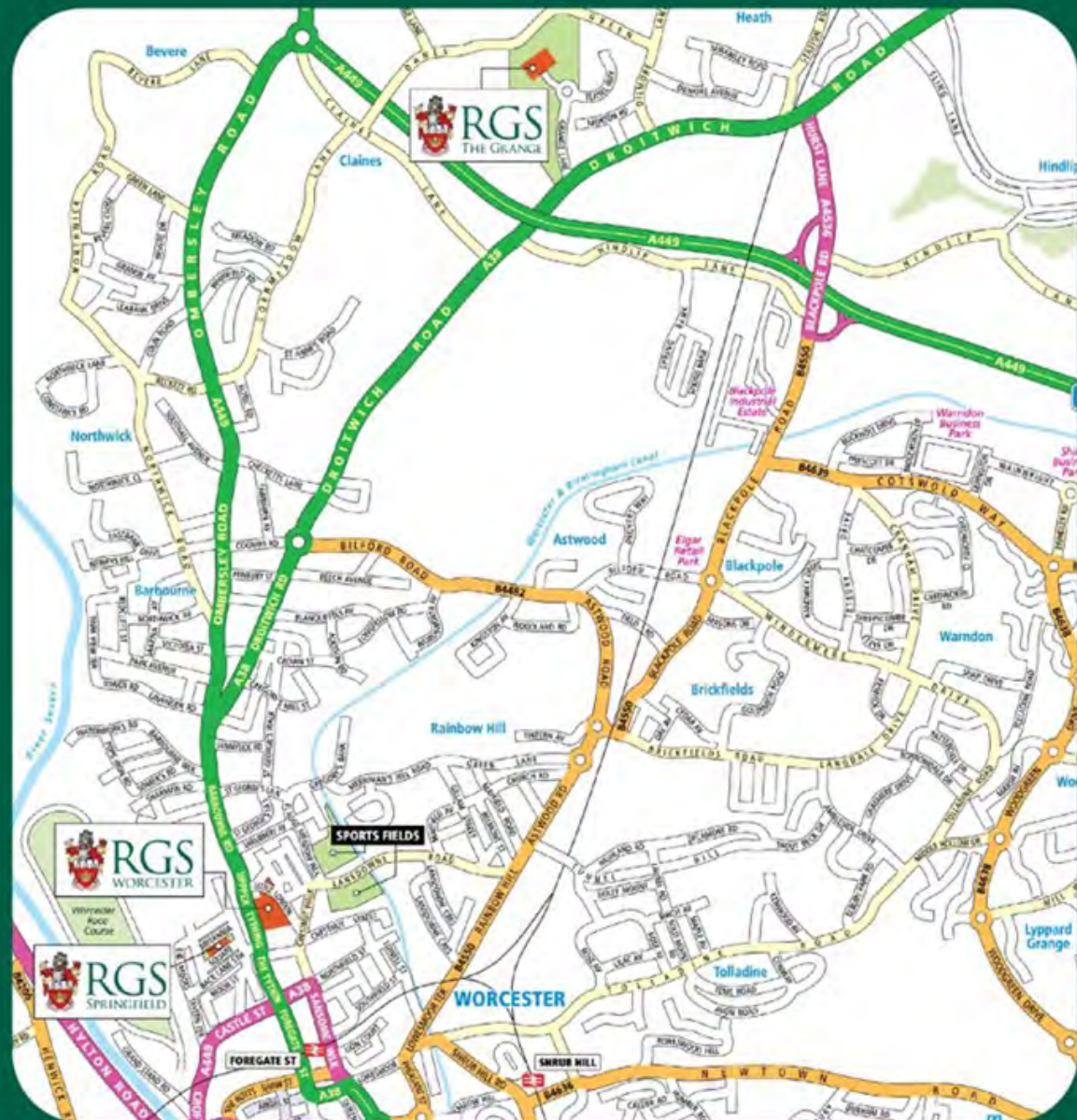
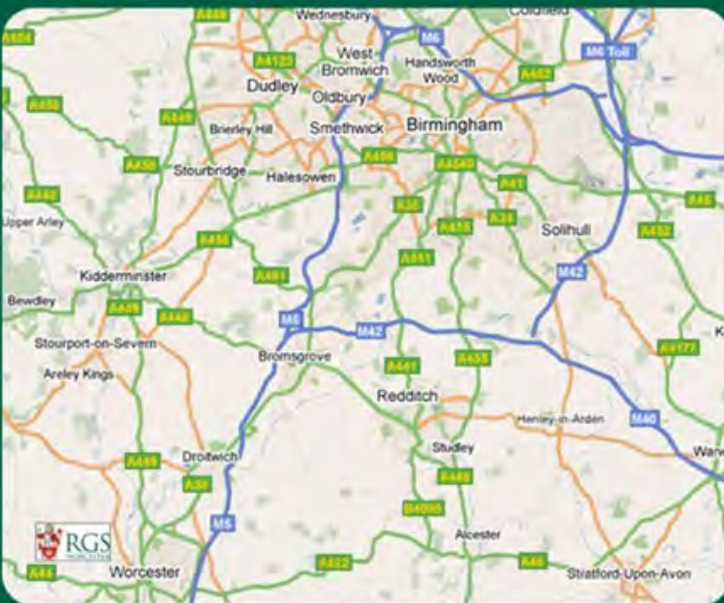
How to find us

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 first exit into Claines Lane. Follow Claines Lane until you get the junction taking a left to join Droitwich Road. Continue along Droitwich Road and take the second left onto Grange Lane. At the roundabout take the first exit into RGS The Grange.

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.



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

Upper Tything, Worcester WR1 1HP Tel 01905 613391 Fax 01905 726892 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