



# Teacher of English

MPS/UPS

Permanent from September 1st 2026

# 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 **teacher of English** who can both convey a real passion 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.

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@alcestersgs.com](mailto:r.thorpe@alcestersgs.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**

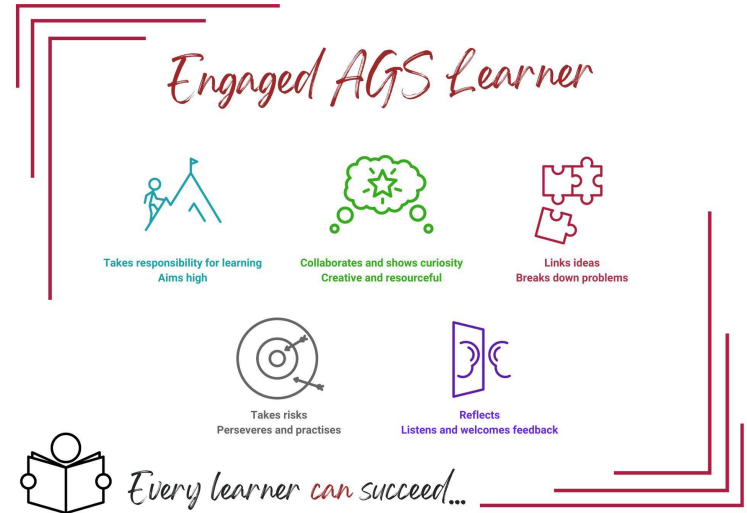


# Learning at AGS

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

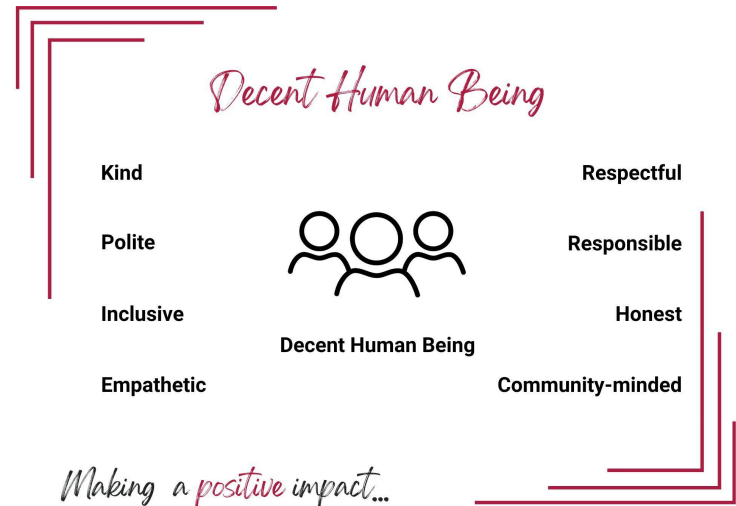


Pastoral care at AGS is second to none. Students are well supported by both the 7-11 and 6th Form Hubs - and all teaching staff play a vital role as a Form Tutor.

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.

# The Department



We are looking for an enthusiastic and well-qualified English teacher to join this high-achieving department from September 2026. We deliver a challenging and rigorous curriculum to all students across KS3 and KS4, and recruit large numbers into the Sixth Form to study English Literature and/or English Language. A genuine passion for the subject and for developing research-informed practice is essential, as well as an understanding of how to diversify the curriculum to keep in step with a changing world.

The AGS English Department will:

- Empower students by developing advanced communication skills
- Foster a lifelong love of words through literature and language study
- Enable enquiring and critical engagement with others' ideas
- Encourage a sense of cultural identity.

This is an excellent opportunity to work in an outstanding academic environment with innovative and experienced colleagues and keen, well-motivated students.

'Teachers deliver lessons with passion' (Ofsted 2022)

# The Department



## The English curriculum

All members of the department teach across the full age range, with about half the department experienced in teaching A Level English Language. As a department, we have developed robust and challenging Programmes of Study. There are comprehensive and well-resourced schemes of work in place; teachers are encouraged to be creative and innovative in their approach.

**KS3** In Years 7-9 students study a range of challenging literary texts and language topics, based on both spoken and written English. Lessons are typically interactive with a strong emphasis on shared talk to develop a personal voice within the classroom. A weekly Y7 GAP lesson places an emphasis on technical accuracy and wider reading.

**KS4** All members of the department are expected to teach GCSE and take a full role in planning, teaching and assessment. Students follow the GCSE AQA English Language and AQA English Literature specifications. Our current GCSE course is extremely successful. KS4 classrooms are characterised by reflective questioning; we are open to new ideas and constantly striving to sharpen our practice and targeted student support.

**KS5** AQA English Language and Edexcel English Literature. A significant number of our students go on to pursue English courses at University. We are particularly proud of our innovative A level teaching methods: we deliver an NEA programme based on Higher Education models of seminars and individual tutorials.



# The Department



## Extra-curricular

Here are some of the extra-curricular opportunities we offer to students at the moment: we welcome new ideas and initiatives.

- Library & Reading Challenge
- Author visits including Jonathan Stroud and Matt Dickinson
- Warwickshire Schools Book Award
- Writers' Club and entries into national writing competitions
- A level Lecture Days and masterclasses
- University workshops and tasters
- Reading groups and entries into national reading challenges
- Quiz club



# Person Specification

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

## Qualifications :

- QTS and a good honours degree in a related subject. Please note that QTS is a requirement for this post.

## Experience:

- Ability to teach English Language and Literature KS3 - KS4 essential
- Experience of KS5 English Language & English Literature not essential. Willingness to teach KS5 in the future is expected (training and support will be provided)

## Relationships:

- A commitment to students as individuals
- A sensitive attitude to students of all backgrounds, abilities and ages and the ability to adapt 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 co-operative approach to colleagues

## Personal Characteristics

- A commitment to the AGS ethos
- 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
- 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 safeguarding children's well being
- 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 Assistant Principal, Helena Tingle before application, to ensure that they fully understand the nature of this role. See the following slide for contact details.

Applications are to be submitted via the My New Term Website by 8 am on **Thursday 30th April 2026**.

Interviews will be held Thursday 7th May 2026.





Should you have any questions or queries regarding this position, please do not hesitate to contact:

Mrs Helena Tingle - Assistant Principal

[h.tingle@alcestergs.com](mailto:h.tingle@alcestergs.com)

01789 762494

**ags** Alcester  
Grammar  
School