

Teacher of Business & Economics

(possibility of TLR for 2nd in Department)

Information Pack

Welcome from the Principal - Mr Clive Sentence

I am very proud to be the principal of this wonderful school. We are one of the country's highest performing state schools, and we pride ourselves on being an uplifting place to work and study and a community where everybody is happy and valued.

Teachers who work here have been heard to say it is the best job they have ever had and many choose to remain with us for a long time. If you do join us you will be part of a like minded community who enjoy their teaching, make a huge contribution to extracurricular activities, and obtain a great deal of job satisfaction.

I can safely say that teaching here is a huge amount of fun. There is virtually no poor behaviour or disruption in lessons and the children exhibit a voracious appetite for learning. One of the many joys of working here is that you can focus on your teaching and on bringing your subject to life. You do not need to have had any experience of the selective sector, either as a student yourself or as a teacher. Indeed some of our teachers have joined us having developed their skills in the non-selective sector, and what they find to be different here is simply the overwhelmingly positive attitudes to learning and appetite for hard work amongst the students. This truly is a place where you can do the job you trained to do, with every opportunity to try out new teaching techniques and ideas in lessons.

The senior leadership team are supportive, broad minded and keen to see all staff and students succeed. Our vision is that the school should always be a place for professionals who would like to refine their teaching skills and implement innovative and creative ideas. Central to our philosophy are the key concepts of professionalism, autonomy and consultation, all within a sensible and reasonable framework of accountability. We operate light-touch monitoring, with few graded lesson observations, and you will enjoy the freedom to focus on education rather jumping through hoops to meet the supposed demands of OFSTED.

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, including plenty of good quality new build developments nearby. 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.

We always want to appoint the best candidates we can, and so we would welcome applications from both newly qualified teachers and more experienced teachers. Prospective candidates are most welcome to visit the school and I am confident that if you do so you will very much want to come and work for us!

I look forward to receiving your application and meeting you soon.



About Alcester Grammar School

AGS is a forward-looking, selective state school with academy status and an outstanding record of promoting high achievement. Whilst we have achieved outstanding judgements in our last four Ofsted inspections, we regularly analyse our performance and seek new ways to enhance learning opportunities for our students.

It is worth noting that we are selective at 11-16 but we offer wider access to post-16 students. With 1205 students on roll, including over 500 in the sixth form, we are in a position to offer a wide curriculum; including a choice of two out of three languages in Years 7-9 and a requirement to study a modern language at KS4. In the 6th form we offer a choice of around 25 different A levels.



A major strength of our school is our pastoral support structure. Our students are supported by form tutors and Heads of Year. We also have access to other external support agencies. Behaviour and attendance are excellent at AGS and our students are highly motivated, keen and enthusiastic. They are warm, welcoming and have a good working relationship with staff, which is built on mutual trust and respect.

AGS is an exciting place to work. Staff have high standards, both of themselves and our students. We have a large number of support staff who work alongside teachers and there are many opportunities

to develop their skills and careers through research projects, working with trainee teachers, participation in school development groups and working with staff from other schools, locally, nationally and internationally.



What our current staff say:

“There's a real sense of working as a team, and a great warmth and humour I haven't experienced in any other workplace.”

“AGS has a unique vibe. There is such a positive atmosphere around the school; staff and students respect each other, support each other and demonstrate genuine care.”

“The students are never afraid to ask ‘why?’
They are vibrant and challenging”



Please do have a look at our website at www.alcestergs.co.uk and view our prospectus to find out more about our school.

The Business & Economics Dept

RESPONSIBLE TO: Head of Department

SALARY: MPS/UPS

A TLR 2c responsibility payment (£2639) is available for a suitably qualified candidate who wishes to take on a 2nd in Department role.

Welcome to the AGS Economics & Business Department! We are looking for someone with a passion for teaching and excellent subject knowledge to join our hardworking team. We welcome innovative thinking and seek somebody to share our vision of teaching our relevant and practical subject.

The AGS Business & Economics Department will:

- Empower students by developing their independent study skills
- Equip our leavers with a diverse range of skills suitable for higher education or employment
- Foster links with wider industry to add breadth and depth to the academic rigour of our courses.

The department has well-established schemes of work and places a strong emphasis on teamwork. The successful applicant will be very well supported throughout their time here. This is an excellent opportunity to work in an outstanding academic environment with innovative and experienced colleagues and keen, well-motivated students.

The candidate would ideally teach both A level Economics and A level / GCSE Business.

The Department Team

Mrs Gill Dolphin (Head of Business & Economics)

Ms Suzanna Campbell

Mr Ian Young (Vice Principal)

The Curriculum

Members of the department teach across the Y10-Y13 age range. For full up-to-date details about the curriculum content, please visit the school website <http://www.alcestergs.co.uk> and follow the "Subjects" link to Business or Economics. In KS4 lessons we deliver OCR GCSE Business to three parallel groups. We provide an interactive

forum for discussion and utilise a variety of teaching methods to provide a vibrant learning environment. At AS and A level we deliver OCR Business and Economics. These subjects are typically taught by two or three members of the department so that the students receive a varied input into their education on a weekly basis.

The successful candidate will benefit from a cohesive and supportive network of experienced specialists. Nevertheless, they will need independence and resilience to manage change.

A level teaching is central to the job as typically over 140 students take our two A level courses each September. We have a strong record of success with a significant number of our students going on to study our subject at university or securing places on prestigious school leavers and apprenticeship programmes, for example at KPMG, PWC and Mondelez International.

The teachers of Economics and Business are a close knit team who are experienced in supporting each other through collaborative teaching and planning. We also have experience in examining which informs best practice and benchmarking in our assessment. This additional element greatly enhances our ability to deliver in the A level classroom.

We are particularly proud of our innovative A level teaching methods. Beyond the curriculum we provide enrichment activities to develop our students' keen minds.

Extra-curricular

Here are some of the extra-curricular opportunities we offer to students at the moment. The list is not exhaustive and we fully welcome new ideas:

- 'Working lunch' series of external speakers
- BASE Challenge / RES Essay Competition
- Young Enterprise
- International visits to Europe & beyond

For further information about the department, please contact g.dolphin@alcestergs.com

Person Specification

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

Qualifications	<ul style="list-style-type: none">• QTS and a Good honours degree in a related subject
Experience	<ul style="list-style-type: none">• A track record of producing outstanding results in A level Business Studies & Economics• Ability to teach and Business to A level and Economics to at least AS level
Curriculum	<ul style="list-style-type: none">• Be familiar with the requirements of, and preferably have experience of, teaching Business at GCSE• Be familiar with the requirements of, and preferably have experience of teaching Economics and Business at A level.
Relationships	<ul style="list-style-type: none">• 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 co-operative approach to colleagues
Personal Characteristics	<ul style="list-style-type: none">• 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• 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• Demonstrate a passion for our subject and an ability to enthuse students of all ages• A commitment to safeguarding children's well being

REHABILITATION OF OFFENDERS ACT 1974

Amendment to Exceptions Order (2013)

The work for which you are applying will have regular contact with children and is exempt from the Rehabilitation of Offenders Act 1974. However, please note that the amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website. www.gov.uk/dbs

These details should be enclosed in a separate, sealed envelope marked 'confidential' – for the attention of the Chairperson of the appointing body. The envelope should state clearly the name of the school/establishment and the work for which you are applying, and be returned with your application form.

The information you give will be treated in confidence and will only be taken into account in relation to an application where the exemption applies.

The Governing Body is entitled, under arrangements introduced for the protection of children, to check with the Disclosures and Barring Service for the existence and content of any criminal record of the successful applicant prior to the confirmation of appointment.

Therefore, successful applicants will be required to complete a disclosure form to enable a check to be undertaken. Failure to consent to this could prevent the application being considered further. This check involves details being obtained of convictions, including those considered 'spent' under the Rehabilitation of Offenders Act 1974, cautions held at national level and may also include non-conviction information. You will receive the results

of the check from the Disclosures and Barring Service, who will also forward a copy to the Authority. Information received from the Disclosures and Barring Service will be kept in strict confidence and will be destroyed in accordance with guidelines laid down by the Disclosures and Barring Service.

The disclosure of a criminal record will not debar you from appointment, unless the Authority considers that the conviction renders you unsuitable for appointment. In making this decision, consideration will be given to the nature of the offence, how long ago and what age you were when it was committed, and any factors which may be relevant.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in dismissal or disciplinary action if the discrepancy comes to light.

Under the Criminal Justice and Court Services Act 2000 it is an offence for an individual who has been disqualified from working with children to knowingly apply for offer to do, or accept or do any work in a 'regulated position', such as the post for which you are applying.

Equal Opportunities Policy

Alcester Grammar School is an Equal Opportunities Employer.

The school's Equal Opportunities Policy states that it will give equal treatment to all persons within its organisation regardless of sex, marital status, race, colour, nationality, national origin, ethnic origin, sexual orientation, disability, age and not allow any individual to be disadvantaged by any other condition which cannot be shown as justifiable.



Application Procedure

Please complete the application form and provide a supporting statement (**on no more than two sides of A4**). The supporting statement should address your particular strengths and how your experience to date has prepared you for this particular role. Applications may be submitted via email to j.dyos@alcestergs.com or by post to Alcester Grammar School, Birmingham Road, Alcester, Warwickshire B49 5ED.

The closing date is 9am on Tuesday 22nd May 2018; the interviews are scheduled for Thursday 24th May.

AGS is committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments made are subject to an Enhanced Disclosures and Barring Disclosure.



For more information about AGS see our website www.alcestergs.co.uk
or contact the Principal, Clive Sentence on 01789-762494,
or via j.dyos@alcestergs.com

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