THE REACH FREE SCHOOL

Subject Leader - Business

Candidate Pack

The Reach Free School
Long Lane
Rickmansworth
Hertfordshire
WD3 8AB

www.thereachfreeschool.co.uk
admin@reachfree.co.uk
01923 711517

Dear candidate,



Thank you for expressing an interest in this position. It is an exciting time at The Reach Free School as we build upon the strengths identified in our 2015 Ofsted report. Attracting the very best staff is the most effective way to grow and it is important for us as we enter a new chapter in the history of the school.

In the Summer of 2018, we celebrated our first set of GCSE results and moved into our brand new school. The £19m school ensures that future generations of pupils have access to modern educational facilities right in the heart of their community.

Alongside this, we continue to ensure that our pupils are making excellent progress, putting them on course for strong GCSE results at the end of year 11. Our Sixth Form opened in September 2018 and we look forward to supporting those individuals as they progress through post 16 education.

If you have the passion to contribute to our unique school, then we look forward to receiving your application.

Richard Booth
Headteacher

The School



The Reach Free School is an 11 to 18 school in Rickmansworth, which serves pupils of all backgrounds and abilities. Opened in September 2013, the school was founded by a group of teachers and local parents in response to a significant demand for more secondary school places in the area.

All involved with the school have high aspirations for our pupils and high expectations of them. As such we expect all pupils to:

- Commit their best efforts to all that they do
- Support each other to achieve their potential
- Work with their teachers to exceed their goals
- Demonstrate exemplary behaviour in all that they do
- Take pride in their school and its community within its walls and beyond
- Enjoy learning

The Reach Free School plays an active role in the community, working with local businesses, supporting local events and providing a hub for local services. Pupils are very much involved in the school's wider responsibilities, developing skills in leadership and decision making, communication and collaboration and independent, self led learning.

A sense of purpose and responsibility pervades lessons and activities at The Reach Free School and it is important that our pupils recognise their own responsibilities as members of the community. It is this that underpins The Reach Free School's ethos; Achievement, Community, Enjoyment – ACE.

The Ethos of the School

The Reach Free School's ethos and curriculum is designed, first and foremost to meet the needs of the young people in the local area. The core of our ethos is to personalise the education of every pupil in order for them to maximise their potential and realise their dreams and aspirations.
We believe in the following principles:

Achievement – Realised through recognising the individual needs of every learner

Community – Embracing, utilising and supporting the local community for the benefit of all learners and building partnerships to support teaching and learning

Enjoyment – A commitment to innovative practice and the application of technology to develop enthusiasm for learning

Features of The Reach Free School

A Smaller School – With 120 pupils in each year, The Reach Free School will remain a close-knit environment, even when full. This will ensure a strong sense of community within the school.

A Brand New Building - In September 2018 the school moved to its £19 million new home with modern first class facilities throughout.

Transition – Each of the four classes in Year 7 benefit from their own Home Room and a dedicated Assistant Teacher for the first year. This Assistant Teacher is the form tutor for this class, and supports learning in a range of subjects for their pupils. Together these ease the transition from primary to secondary school for the children and helps us to understand each child as an individual.

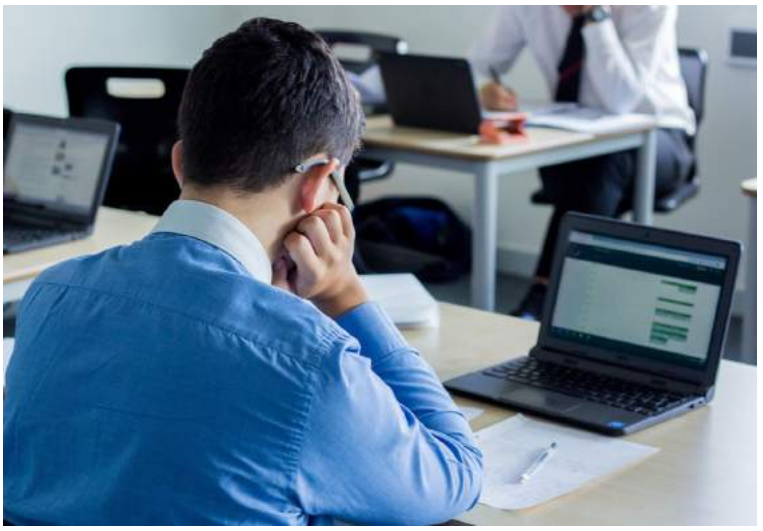
Focus on English and Mathematics – The school specialises in English and Mathematics, the building blocks for success in other subjects. Literacy and mathematics pervade teaching and learning at the school and all teachers play a role in developing pupils' skills in these areas.

Community Common Room – Once a week, all pupils work in groups towards a shared goal for the local community. Working together on a community project develops our pupils as creative, confident and proactive individuals.

Technology Rich – All pupils and teachers at The Reach Free School are encouraged to utilise the latest technology to learn and teach in innovative and creative ways.

School Dog – We are fortunate to have Scout, our school dog, with us every day. She supports pupils with their reading and is a friendly face for all pupils, staff, and visitors.





Expectations

At The Reach Free School we expect our Subject Leaders to:

- Be passionate about their subject area, and learning as a lifelong skill
- Support the Head of Department with research-driven teaching methods
- Be committed to securing the best outcomes for all pupils at the school
- Have a passion for education and be open to innovative approaches in everyday aspects of school life
- Offer enrichment and extra-curricular experiences related to their subject area and beyond
- Contribute to the overall development of the school
- Be flexible in their approach to work, adapting to new challenges
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In return, we offer:

- The opportunity to craft and develop an innovative curriculum for their subject area
- Access to the latest technology to assist them in developing their teaching and learning
- Competitive salaries, based on skills and experience
- Potential further management and leadership opportunities
- The chance to be part of a pioneering team, creating a fantastic school to serve its local community

The Local Area

The school has been borne out of the need for more education provision in the Mill End, Maple Cross and Rickmansworth area. There is a continuing demand for high quality school places in the local area and the school is helping to meet these needs.













Job description

Job Title: Subject Leader - Business
Reports to: Head of Enterprise
Salary Range: Academy Trust Scale, dependent on skills and experience

Business Studies at The Reach Free School

The Enterprise department is a new area of the school which incorporates Computing, Business, Product Design and Food and Nutrition. Since September 2018 Business Studies has been taught for the first time at the school, at a time when we have moved into our brand new school. The subject is offered across the school at Key Stage 3 as Business and IT, at Key Stage 4 as both a vocational and GCSE option and at Post 16 as a vocational choice. In line with other subjects in the school, pupils begin Key Stage 4 during year 9 and have the option to trial the subject before making their choices. We fully expect the subject to be a popular choice across the school and are committed to resourcing the subject sufficiently to ensure it is a great success.

Main duties

The Subject Leader of Business at The Reach Free School will:

- Plan, develop and implement whole-school and departmental priorities, including aspects of the School Development Plan and the Departmental Action Plan
- Support the Head of Department with the Department Action Plan, audits, curriculum overviews and policies
- Lead the planning of Schemes of Learning indicating approaches to teaching, content, classroom organisation and resources
- Lead and manage others in the department to ensure that high performance standards are achieved and maintained
- Collaborate with other departments to develop literacy and numeracy across the curriculum
- Celebrate the success of the Enterprise department and challenge underperformance where required, this includes with staff and/ or pupils
- Ensure that the regulations and procedures relating to Health and Safety, are followed, taking responsibility for the safety, welfare and discipline of pupils within the learning environment
- Support and uphold the ACE ethos of the school – achievement, community, enjoyment
- Create a happy, secure and stimulating learning environment
- Have sympathetic understanding of every child's needs

- Have clear aims and objectives for every lesson and communicate them to the pupils
- Have well planned work, imaginatively introduced which caters for all pupils' needs
- Utilise ICT to enhance the quality and variety of teaching and to support pupils in applying this key tool in their own learning
- Engage in continuous formative and summative assessment, tracking progress of pupils in line with school systems and provide guidance to pupils on next steps in their learning
- Maintain pupil records and report progress to parents, guardians and carers
- Secure high standards of behaviour in line with the school's Code of Conduct and Behaviour Policy
- Share their talents, skills, ideas and enthusiasms for the benefit of the whole school and be ready to accept responsibilities that extend beyond the classroom
- Complete the requirements of the school's performance management process
- Attend to personal professional development to keep abreast of national, local and school initiatives and best practice

Wider Responsibilities

All teaching staff at The Reach Free School will:

- Deliver extra-curricular activities
- Partake in activities aimed at promoting the school, including, but not limited to, open evenings, visits to primary schools and community events
- Carry out other tasks commensurate with their position, as directed by the Senior Leadership Team

Job context

The school welcomes teachers of a high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the school's development and, therefore, to the progress of all pupils.

Teachers in the upper levels of the Academy Trust pay scale will be expected to make a wider contribution to the school.

In particular, teachers at the upper levels will:

- be role models for professional practice in the school
- be expected to mentor teachers in training
- make a distinctive contribution compared with other teachers
- contribute effectively to the wider team.

The Academy Trust will endeavour to make any necessary, reasonable adjustments to the job and working environment, to enable access to employment opportunities for disabled applicants, or continued employment for any employee who develops a disabling condition.

Review of duties

The specific duties attached to any individual member of staff are subject to annual review and may, after discussion with the employee, be changed.

Salary

The Reach Free School operates its own payscale, which exceeds that of the Main Payscale used by other schools in the fringe area. Salaries will be awarded based on the experience, skills and suitability of the candidate.

Person specification

	Essential	**Desirable**
Qualifications and Training	● Education to degree level ● GCSE Maths and English (grade A*-C) or equivalent ● Qualified Teacher Status (QTS)	● Evidence of relevant recent continuing professional development (CPD) including middle leadership related qualifications ● Qualifications/interests relevant to extra-curricular activities
Knowledge and Experience	● Outstanding subject knowledge ● Knowledge and application of Assessment for Learning (AfL) ● Recent experience of successful teaching, leading to high achievement for pupils of all abilities ● Thorough knowledge of current subject requirements related to the National Curriculum and Examination requirements (GCSEs, and A-Levels) ● Knowledge of the emerging trends and developments related to your subject	● Experience of leading and managing teams ● Experience of planning and delivering teacher training and/or mentoring/coaching ● Experience of the collection, analysis, and use of data to inform the planning and delivery of teaching and learning ● Experience of a variety of schools and school environments ● Experience of successful strategies for developing literacy across the curriculum
Skills and Abilities	● Ability to motivate, inspire and support all pupils to achieve and succeed ● Ability to reflect and develop your practice for the benefits of all learners ● Ability to work collaboratively ● Able to communicate effectively with a wide range of audiences ● Commitment to The Reach Free School's core values of achievement, community, and enjoyment (ACE) ● Confident use of technology	● A desire to develop the use of technology in the classroom

	Essential	Desirable
Other qualities	• Awareness of health and safety requirements related to the role • A flexible approach to working patterns and expectations, understanding the evolving nature of the school and role • A desire to succeed in all aspects of the job • A commitment to the promotion of health, safety and safeguarding of children	• The ability to teach other subjects

How to apply

Completed application forms, along with recruitment monitoring forms, should be submitted in one of the following ways:

- Electronically to: Mrs Samantha Berman, Headteacher's PA, sberman@reachfree.co.uk

- By post to: The Reach Free School
  Long Lane
  Rickmansworth
  Hertfordshire
  WD3 8AB

Once your application has been received it will be acknowledged by email.

If submitting your application electronically, please save your form with your name at the beginning of the file name.

In compliance with Safer Recruitment guidelines, CVs will not be accepted.

Potential candidates may contact The Reach Free School with any questions on 01923 711517 or via email at sberman@reachfree.co.uk.

The Reach Free School is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. In accordance with our Safer Recruitment Policy we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bind-overs, including those regarded as 'spent' must be declared when applying. The applicant may post such a declaration in an envelope marked 'Private & Confidential' for the Headteacher. The successful applicant must obtain DBS clearance at enhanced level. The school will also carry out a prohibition from teaching check. Non-disclosure may lead to termination of your employment.





