

Key Information for Applicants

Teacher of Business Studies

A recruitment and retention allowance may be considered for the successful candidate.

Weavers Academy

Start: September 2021



'Striving for success, focusing on learning'.

**WEAVERS
ACADEMY**
*Creative
Education
Trust*

Dear Colleague



Thank you for your interest in the role of teacher of business studies (Teaching some computer science or iMedia at Key Stage 4).

Working in partnership, Weavers Academy and the Trust have made much progress in recent years.

This post has been created as the popularity of the subject has significantly developed and participation rates have increased.

“We seek to appoint an ambitious, creative, committed and energetic colleague”

Underpinning our vision - *‘striving for success by focusing on learning’* – the school has pursued a rigorous and continuous programme of educational improvement. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and driven student progress. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

Our unique Knowledge Connected approach teaches students to analyse and understand their curriculum of study through the application of six key concepts, encouraging them to identify and solve problems in practical and creative ways that give them a sense that they can have an impact on the world around them.

We were delighted to have been awarded a ‘good’ judgement from Ofsted in May 2017. However, we are not complacent and want to achieve much more for our students and to build on the school’s strengths. We seek to appoint an ambitious, creative, committed and energetic colleague to be a key contributor to the achievement of this goal.

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- We are looking for a teacher that can make a real difference in business studies (Teaching some Computer Science or iMedia at Key Stage 4)
 - Teachers need not come with a vast amount of experience, we are seeking colleagues who are open to development and collaboration;
 - We have a strong and dynamic leadership team who support each other and can offer an extensive level of coaching and expertise;
 - Our staff have great pedagogy, are open to learning and new challenges and importantly never give up;
 - We use a wide range of strategies flexibly to suit the needs of our students;
 - There is a learning culture for our staff, with extensive CPD on offer for
 - effective and tailored professional development
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In addition, in joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops through school-to-school support.

You can watch a short video on what it means to be part of Creative Education Trust, illustrating our ‘Knowledge Connected’ approach to learning on our YouTube channel:

www.youtube.com/user/creedacad.

I look forward to receiving your application.

Yours sincerely

Vivien Swaida
Principal

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST

Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employability skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity



You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT WEAVERS ACADEMY



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all of the young people in our care.



WORKING AT WEAVERS

- We are looking for a teacher that can make a real difference to the teaching and learning of their specialist subject
 - Teachers need not come with a vast amount of experience, we are seeking colleagues who are open to development and collaboration
 - We have a strong and dynamic leadership team who support each other and can offer an extensive level of coaching and expertise;
 - Our staff have great pedagogy, are open to learning and new challenge and importantly never give up;
 - We use a wide range of strategies flexibly to suit the needs of our students; There is a learning culture for our staff, with extensive CPD on offer for effective and tailored professional development
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‘Teachers are keen to develop their practice. They meet weekly to discuss innovative and creative ways to improve pupil engagement, which leads to pupils making greater progress.’

Ofsted – May 2017

To see full details of the school performance data please visit:
<https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy>

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that their schools excel and give our students the education they deserve.

Our Principals and Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and our Director of Standards and Primary Education.

Each of the Creative Education Trust's schools benefits from a comprehensive programme of support and challenge, including working with former HMIs.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. We run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities. We have an active cross-trust group on the Teaching Leaders programme and use Future Leaders and Teach First extensively.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced "head office team, who are available to advise on financial planning, audit, HR, legal and property matters either directly or by referral to our professional advisors.

Each of our Headteachers is a member of the Headteachers' forum that meets regularly to help Creative Education Trust develop its ethos and strategy, and to share their professional expertise. As the network of Creative Education Trust schools grows, this forum has increasing value as a means of professional development and problem solving.

There are also a number of cross-group, phase leader and year-specific forums.



You can find out more at:

www.creativeeducationtrust.org.uk

BUSINESS STUDIES

Business Studies

Business Studies is an immensely popular subject both at KS4 and at Post-16.

Business studies is within the Enterprise faculty which includes Computer Science, iMedia, Business Studies and Financial Studies.

There are 4 members of the teaching team who are led by a specialist Computer Science and iMedia teacher. There are times where, due to timetabling, the staff support each other in the delivery of other subjects, but training and support for this is always provided.

In recent years the staffing has grown in order to meet student demand of studying these subjects, which are very popular. There are four large IT suites within the learning area, spread over two blocks.

Outcomes have improved significantly. This success is attributed to the priority that we place on the quality of teaching, marking, feedback and assessment. The continuing professional development and training of staff working at the school has led to a tangible 'buzz' about learning which was noted by Ofsted in 2017 when we were awarded a good. Students enjoy learning Business at Weavers Academy.

At present, KS4 students follow the OCR Cambridge Nationals syllabus (GCSE equivalent), a mix of both exam and coursework modules. However, following growing demands from our students and the opportunities in the local community, from September 2021 we will be delivering the BTEC Technical Award in Enterprise and WJEC Retail Business Vocational Award.

At KS5 we offer Business Studies, Computer Science, Media and Financial Studies. Students studying business at post-16 follow the OCR Cambridge Technical specifications which carry A-Level equivalency and UCAS points. Students respond well to the 'pick and mix' nature of the units. All year 12 students at Weavers Academy study Financial Studies as part of their curriculum which is showing strong outcomes.



You can find out more at:

www.creativeeducationtrust.org.uk

BUSINESS STUDIES

TEACHER

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Weavers Academy, Wellingborough

THE ROLE

- To contribute to raising standards of student attainment in business studies and the wider Enterprise faculty as necessary
- To monitor and support the overall progress and development of students in your classes
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential on their course
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students that you teach
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth in the curriculum

REPORTING LINES

The post will report to the Faculty Lead for Enterprise

SPECIFIC RESPONSIBILITIES

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the learning area.
- Run after school clubs to promote participation rates.
- To contribute to the Learning Area Raising Achievement Plan and its implementation.
- To plan and prepare courses and lessons within the Enterprise faculty

TEACHING

- To teach, students according to their educational needs, including the setting and marking of work.
- To assess, record and report on the attendance, progress, development and attainment of students' and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To undertake a designated programme of teaching in the Enterprise faculty
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials as necessary within the faculty
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the courses being delivered
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards or work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- Ensure that school policies, including the behaviour for learning, anti-bullying and attendance policies are rigorously implemented.
- Work closely with parents and students and respect the contribution that families make.
- Ensure that Child Protection issues relating to students are addressed swiftly and in line with the Child Protection Policy.

COMMUNICATION

- To communicate regularly and effectively with a range of staff to ensure academic outcomes and personal development.
- Communicate effectively with the parents of students as appropriate.

You can find out more at:

www.creativeeducationtrust.org.uk

SCHOOL ETHOS AND COMMUNITY

- Work with parents and students to ensure that they have an understanding of the aims of the school, its policies and procedures.
 - Foster a culture where students respect others and their physical surroundings.
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SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues; participating in trust-wide work and projects as appropriate.
 - Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
 - To undertake any other duties appropriate to the role.
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Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

You can find out more at:
www.creativeeducationtrust.org.uk

BUSINESS STUDIES TEACHER

(Teaching some Computer Science or iMedia at KS4)

SELECTION CRITERIA

| | ESSENTIAL | DESIRABLE |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| QUALIFICATIONS /EXPERIENCE | <ul style="list-style-type: none"> • Qualified Teacher Status. • A degree in Business Studies or a relevant subject. • Willingness to teach other subjects within the Enterprise faculty as needed | <ul style="list-style-type: none"> • Qualifications and/or experience in teaching Computer Science, iMedia or Financial Studies |
| TEACHING & LEARNING | <ul style="list-style-type: none"> • Expertise in planning the progression of subject skills within individual and across sequences of lessons. • High standard of written and verbal communication • Successful experience of teaching business studies at KS4 and at post-16. • To be able to develop good learning relationships with students so that they are all motivated to learn and make good progress. • Able to differentiate resources to meet the needs of all students effectively. | |
| PERSONAL QUALITIES/INTERPERSONAL SKILLS | <ul style="list-style-type: none"> • Be student centred with good interpersonal skills. • Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills). • Evidence of working constructively under pressure. • Be committed to continuing professional development and be open to mentoring and coaching. • Possess a “can do”, “will do” attitude. | |

You can find out more at:
www.creativeeducationtrust.org.uk