TEACHER OF BUSINESS
To start: 1st September 2020
Salary: MPS/UPS
NQT applications welcome

1. THE COLLEGE

Comberton Village College was opened in 1960. As a Cambridgeshire Village College, it was designed to be a centre for the life of its community and to provide quality education for pupils aged between 11 and 16. This remains the case today.

In 1974, the school became fully comprehensive and, in April 1993, it became grant-maintained. It changed to a Foundation School and more recently became a Foundation School with a Trust: the Comberton Educational Trust. In February 2011 the school became an Academy overseen by the Cam Academy Trust. The pupil roll is around 1,900 while over 2,000 adults use the college for a wide range of continuing education and leisure activities. A £7 million building programme was completed in 2003 that has significantly enhanced a whole range of the school's facilities, including major new leisure facilities. A further £4 million building project provided further specialist teaching and learning facilities across a range of subject areas and has been in use since September 2009.

Our Sixth Form opened in September 2011 following the completion of a £9.5 million building project. It offers a strong suite of academic courses, across the subject areas in conjunction with The AQA Baccalaureate, as well as applied courses. This exciting development has enabled students from Comberton to complete their sixth-form studies with us as well as providing opportunities for students from other local schools. There are already over 400 students in the Sixth Form and this is set to expand further.

2. THE CAM ACADEMY TRUST

In 2011, The Cam Academy Trust (C.A.T.) was formed. It enabled Comberton Village College to convert to Academy status in 2011. Following this, the CAM Academy Trust has taken on further Academies:

- Melbourn Village College, an 11-16 Academy in Cambridgeshire. This Academy joined the C.A.T. in September 2013 following an agreement with the C.A.T. to do so.

- Cambourne Village College, an 11-16 Academy in Cambridgeshire, close to Comberton Village College. This has been opened as a new Free School by the C.A.T. from September 2013, initially with an intake of Year 7 students only. It serves the new and developing community of Cambourne that was formally in the catchment area of Comberton Village College. Numbers of staff are now teaching at both Cambourne and Comberton Village Colleges as both Academies work extremely closely together.

- Gamlingay First School and St Peter's, Huntingdon, both joined us in September 2016.

- Further primary schools include Thongsley Fields primary and nursery school, Hartford Infant and Junior schools, Jeavons Wood Primary school, Gamlingay Village primary, and Everton Heath primary.

There is the possibility that the CAM Academy Trust could develop further, although this remains an open question. We are seeking to ensure that all Academies in the Trust work in effective partnership with each other and that there are opportunities for staff to share ideas and resources. For some staff, there will be opportunities to work in more than one Academy.

3. DESIGNATIONS

Comberton Village College has worked significantly with other schools and in outreach projects from 2001 onwards. This dates from various of the designations the school received between 2001 and 2007:

- Specialisms in Sport, Languages and Applied Learning
- Training School and Leading Edge Status

Associated with this, 15 teaching staff were designated as Advanced Skills Teachers and have worked in different ways with other schools.

In July 2011, Comberton Village College was designated as one of the first wave of Teaching Schools in the country. It now works with a number of other schools, including other designated Teaching Schools, as part of the Cambridge Teaching Schools Network in order to provide:

- Initial Teacher Training. We are significantly involved with ITT, including through partnership with the Faculty of Education, Cambridge and through our own SCITT.

- Continuing Professional Development. We provide a number of activities relating to CPD. Many staff in the CAM Academy Trust Schools are able to benefit from these.

- School-to-school support. Staff are involved with supporting achievement in other schools. This includes those designated as Specialist Leaders of Education.

- Research. Many staff are involved in research, including studying for higher level qualifications.

4. STANDARDS

Comberton Village College has received a full Ofsted inspection on three occasions since 2000: in 2004, 2007 and 2013. On each occasion, the overall effectiveness grade has been 'outstanding'. In the latest inspection in 2013, every aspect of the school's provision was judged to be 'outstanding'. This included the first ever judgement on Sixth Form provision where both teaching and achievement were both clearly deemed already to be 'outstanding'. The short summary was:

"Comberton Village College is a highly successful school which enables its pupils to achieve not only academic excellence but also to become mature, confident, thoughtful and rounded individuals with clear goals for their future lives".

Pupil achievement is consistently high. Typically at KS4, 80% of pupils achieve at least 5+ 9 - 4 grades, including English and Maths, at GCSE or equivalent with 40% of grades at A*/A. Value added measures indicate excellent progress for all types of students. Achievement has been excellent from the outset in the Sixth Form with the significant majority of all grades achieved by students being A*- B. University admissions are very strong including students gaining places on competitive courses at the most selective universities, including Oxbridge.

5. BROAD EDUCATION

The school's formal day runs from 8.30 a.m. to 2.50 p.m. with 6 timetabled lessons of 50 minutes each day. Pupils see their tutors daily and have a weekly assembly.

However, we believe that true education is broad and should develop character and individual interest. Given this, there is also a very full and wide-ranging extra-curricular programme that runs each day from 3.00 p.m. There are also many school trips and visits, both national and international. We have significant school partnerships that involve exchanges in Europe, Peru, South Africa, Mozambique and Japan.

We consider the following as very important:

- Our major Duke of Edinburgh programme. Most pupils do the Bronze award with many continuing to Silver. Some now also progress to the Gold award in our Sixth Form.

- We have held the Arts Mark Gold Award for a number of years, a symbol of our commitment to excellence and breadth in Arts education and provision.

- We have been accredited as a British Council International School since 2002, a sign of our commitment to the international dimension of education.

6. AIMS AND VALUES

At the heart of what we do are fundamental aims and values relating to education. The Comberton Academy Trust has five core principles that must be central to all Academies in the Trust. These have been at the heart of Comberton Village College for many years:

- The Excellence Principle. Education must be of highest of standards and lead to high achievement.

- The Comprehensive Principle. Excellent education must be for all pupils of all types and abilities.

- The Henry Morris Principle. Education should be rooted in and serve its local community.

- The Partnership Principle. We should always look to work in effective partnership with others for mutual benefit.

- The International Principle. There must be a clear international dimension to education.

Within these over-arching principles, we seek to ensure that all of our pupils reach their full, positive potential and become:

- **CAPABLE** in the skills relevant to their future lives and in having the knowledge which will increase their understanding, appreciation and interest in the world in which they live.

- **CARING** of others and considerate of the mutual dependence human beings have on each other.

- **CONFIDENT** of their worth because they have developed their strengths, understood their weaknesses and learnt that they can achieve success.

7. THE BUSINESS and ECONOMICS DEPARTMENT

The Department staff are based in shared office in the sixth form building. Lessons take place in the sixth form and in the main school. There is also a dedicated BTEC classroom which consists of ICT resources. All classrooms include a multimedia projector and teachers are provided with a laptop. All computers and devices are connected to the school wireless network.

The team of business and economics teachers currently comprises of a small team of 2 full-time and one part-time specialist. There is a head of department who leads the team delivering their subject in KS4 and KS5, and oversees the development and delivery of the subjects. There is a strong sense of teamwork and consistency of approach in the department. This is supported by a set of schemes of work for all courses. In addition, close working links with a Special Needs Department mean that we receive in-class and out of class support from Special Needs Teaching Assistants.

Any NQTs joining the department would have a reduced timetable, a designated and experienced mentor and whole school NQT training. Equally, RQTs (recently qualified teachers) benefit from being placed on the Trusts' Developing Effective Teaching programme and will have a mentor in the department to ensure teachers continue to develop professionally in the first few years of their career.

We are also striving to have active links to local industry. We have run enterprise competitions across the school and each year we organise a business-themed activities week for KS3 students. Teachers are

encouraged to promote and offer these exciting opportunities (recently including a Cambridge United FC enterprise challenge and the student investor challenge).

The business department has consistently achieved a high level of success at KS4 and KS5:

2018 A-Level business results were 86% A*-C, with 62% at A*-B. A-Level economics results were 67% A*-C with 44% A*-B. Level 3 BTEC National results 85% of students achieving a triple merit grade or above. GCSE business results were 73% at A*-C, with 56% achieving an A* to B grade. Over sixty year 10 KS4 students have chosen the new GCSE 9-1 business curriculum, we follow the AQA syllabus. GCSE economics (OCR) is an after-school option to a smaller group, and results were 60% A-B. Teachers produce their own resources and we share these across the school network.

The school opened a new sixth form in September 2011. The A-level syllabuses taught are OCR A-Level Economics, AQA A-Level Business and Pearson Level 3 BTEC Business National (extended diploma). In the current year 12 we are running two business classes (49 students), one economics class (26 students) and one L3 BTEC business groups (19 students). We fully expect these classes to continue in to Y13. Our numbers in the Sixth Form have increased significantly where we aim to cap classes at 25 students maximum.

Good progress is made by our students, with most taking up their first-choice university places. We have a large number of students who go on to study economic and business-related subjects. Our intake is varied, but predominantly strong with very few students "dropping out", therefore each year we do get some variation in results depending on the cohort.

8. THE VACANCY

The post will become available from 1st September 2020. We are seeking to appoint a teacher of Business who has:

- good subject knowledge, able to teach business to KS5
- a strong sense of team work and willingness to contribute
- a desire to improve their own and department's practice
- enthusiasm for business and economics and the ability to convey this to pupils
- a working knowledge of the National Curriculum in business and economics
- successful teaching skills, including use of ICT
- efficient and systematic working skills
- effective oral and written communication skills
- a commitment to contributing to the success of the whole college

For candidates also considering the post of BTEC coordinator (KS4, KS5), we are looking for a dynamic and motivated specialist to support our highly successful, skilled and experienced team of BTEC programme leaders and to monitor and update the college's BTEC quality assurance procedures. Please ensure this is clear on your application form.

The role will entail:

- Monitoring and updating quality assurance procedures for BTEC assessment and delivery.
- Meeting with BTEC programme leaders once a term to discuss quality assurance updates and support them with the internal and external verification process
- Prepare once a year for an external review, by Pearson, of the colleges BTEC quality assurance procedures and processes, in collaboration with programme leaders.

The post will offer excellent opportunities for development in a dynamic and successful department and a school that has professional development as a core value.

We are always looking to develop and evolve our practice and as such this role would be suited to a practitioner who is keen to share their passion of business or economics through the development of all aspects of the curriculum.

The successful candidate will need to meet the requirements of the general teacher job description and person specification on the college website.

We believe the College can offer you a very good professional environment and a lively and friendly place in which to work. If you like what you have read and would like to be part of Comberton Village College, we would welcome your application.

All staff are inducted in child protection processes and have a responsibility to operate within the school's framework in this.

How to apply:
Please complete and return the Teacher Application form located on our website. Your application should be supported by a letter of application (consisting of no more than 2 sides of A4 printed) which explains:

- The reason for your interest
- Your relevant track record that confirms you could fulfil the expectations of the role
- Your reflections on how you could contribute to the further development of Comberton Village College as a truly excellent school.

Applications should be submitted to: Mrs L Atherton, HR Manager on latherton@combertonvc.org or via the post, by midday on **Monday, 30th March 2020**.

If you wish to discuss the post further or visit us in advance, please contact Chris Warrington, Head of Business by email at cwarrington@combertonvc.org

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be carried out for the successful candidate.