



BEACONSFIELD HIGH SCHOOL

Recruitment Information

Teacher of Business Studies & Economics

(0.6 – 1 FTE) 2020-21

Application Closing Date / Time 24th February 2021 9am

Interview Date 3rd March 2021

Thank you for your interest in applying for the position of **Teacher of Business Studies and Economics (0.6 - 1 FTE)**.

This booklet will give you an insight into who we are, what makes us tick and why we think we are an exciting and inspiring place to further your career.

Our school is a modern, diverse, inclusive and dynamic environment, a centre of excellence in and out of the classroom, and a happy community. At the heart of everything we do is respect – personally, for each other, for the environment and, of course, for learning. Please click for a [virtual tour of the school](#).

Our community is vibrant, friendly and dynamic and we are proud of the open and supportive relationships between our staff and the students. Despite being a grammar school, we are not an exam factory. Creativity is not squeezed out in the push for the traditional view of academic success and our music, drama and art departments are thriving.

We are rightfully proud of the supportive and caring pastoral system that complements the wealth of learning and extra-curricular activities provided by the dedicated staff. Our common goal is to help our students grow and develop into successful young adults, with a pride in their school, and in themselves.

Staff retention is high. People enjoy working here and I have often heard new staff members say how invigorating it is to work in a school where the students want to learn and are hungry for knowledge!

I hope that what you go on to read will inspire you to apply for this position.

Mrs Rachel Smith
Headteacher



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About us

Situated in the Chilterns, 20 minutes from central London, Beaconsfield High is a girls' grammar school that has been delivering a highly successful academic culture for more than 50 years. Currently we have 1100 students on roll from Year 7 to Year 13.

We are proud to be a centre of academic excellence – see our latest exam results on page 5 - and we are one of only 45 schools nationwide to be recognised as an ***Exceptional School***. An award which exemplifies the excellence and uniqueness of outstanding schools, including the quality and consistency of teaching that Ofsted now expects.

Students are required to achieve the qualifying score in the 11+ examination and live within the designated catchment area in order to join us, and when they do, they come to us from a variety of different backgrounds. As one of only 13 grammar schools in the area, places are in high demand.

Our students are challenged by remarkable teaching standards and benefit from the attention and respect of highly proficient, dedicated and conscientious staff.





Leadership, respect, humility and morality, creativity and physical activity are just some of the additional life skills and behaviours that are taught on a daily basis.

These and many other aspects of school life were recognised in December 2019 when we were inspected by Ofsted and subsequently rated ‘Outstanding’ in all areas. The report states that pupils *“are fiercely proud of their school and of their own achievements”* and in terms of leadership, Mrs Smith is *“passionate about pupils’ entitlement to a well-rounded education... with the governing body and her senior leadership team, she has transformed the curriculum.”*

Inspectors noted that whilst learning is a priority, *“leaders and governors rightly give a high priority to pupils’ mental health”* which has been and continues to be a clear priority for the future plans of the school and its students.

Our Governing Body have also been awarded the prestigious ***Governor Mark***, a national award supported by the Department for Education and a recognised kite mark of good practice. It provides external evaluation of the quality of governance in a school and is an opportunity to demonstrate how a governing body strives for excellence.

2020 GCSE and A-Level results

88% A* to B grades
at A-Level



**7 places at
Oxbridge in
2020**



**12 students
studying medicine,
dentistry and
veterinary science**



53%

**Level 9-8 GCSEs
equivalent to A*
and higher**



77%

**Level 9-7 GCSEs
equivalent to A*
and A**



100%

**Level 9-4 GCSEs
in English and
maths**



62%

**A* or A grades at
A-Level**



88%

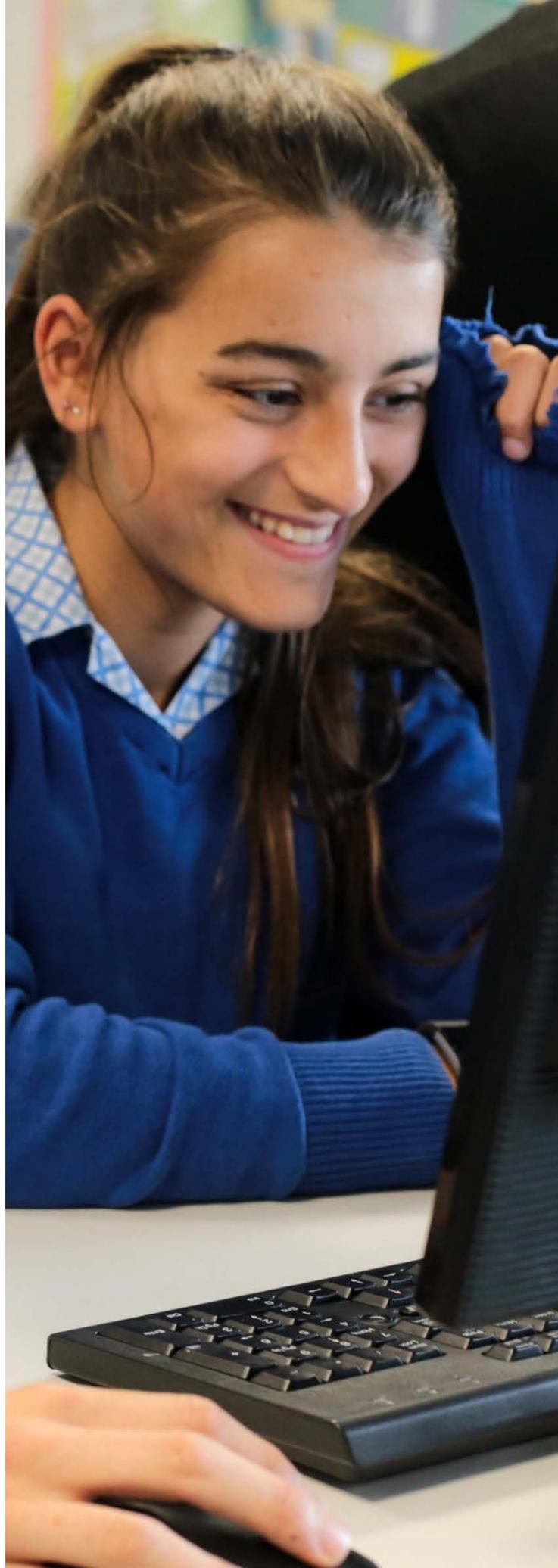
**A-B grades at A-
Level**

Our Vision and Values

Studying at Beaconsfield High School unlocks a child's future, providing the skills and aptitude to enable them to thrive in the competitive worlds of higher education and work.

Our curriculum intent is to support a happy, high achieving learning community enriched by the opportunity to discover talents and passions. We plan and build our curriculum so that academic knowledge, enrichment and life skills match the high aspirations of our learners and allow them to make the strongest progress over time. This will prepare them to be the best they can be in school, as citizens in their community and in their future.

We understand the pressures of studying in a high achieving learning environment. The reason '*happy*' is one of the first words in our Vision is because we try our hardest to help students and staff with strategies that allow them to understand why they feel so pressured and in doing so, find the skills to manage this pressure.



Student Leadership



When looking back at my time at Beaconsfield High School, I can't help but feel a sense of warmth and gratitude towards this happy, inclusive community that strives to shape us into the best versions of ourselves, equipping us with the tools necessary to pursue our future ambitions in a modern world of ever-increasing change.

The rigorous academic curriculum, which focuses on the step from knowledge to inquiry, fosters creative, effective and truly innovative thinking giving a sense of purpose to our learning; extending our education beyond the walls of the classrooms, so that we as students understand why what we learn matters.

Throughout the school, values of tolerance and respect are championed, and cultural and religious diversity are welcomed and celebrated. We are encouraged, not only to think of ourselves as students, but as active citizens of a global community.

To be a representative, an ambassador of such a positive and nurturing school is an honour.

Sahar Mulji - Head Girl



February 2021

Dear Applicant

Thank you so much for showing interest in our school and the post of Teacher of Business Studies and Economics in the Humanities Faculty. We are extremely proud of our school, our students and our staff. We are excited to appoint a new, dynamic and inspirational teacher of this department and look forward to hearing how your skills, attributes and experience can match our needs at this time.

Beaconsfield High School is a happy, high achieving and remarkable grammar school in the delightful town of Beaconsfield. The school is oversubscribed, our students achieve incredibly well at both GCSE and A level and make good progress each year that they are with us. The vast majority of our students go on to higher education but some take a gap year and then progress to university or higher-level apprenticeships. In December of 2019, the school was inspected under the new Education Inspection Framework and was designated as 'outstanding in all areas'. We are delighted by this and the fact that there is unlikely to be an Ofsted inspection again for at least 4 years.

The Economics and Business Studies department has an excellent track record of examination success and good option numbers. Lessons are taught in modern accommodation in specialist rooms and access to technology to support progressive learning and teaching. The department sits within the Humanities faculty, which is a very friendly and collaborative faculty, where colleagues work closely together to support each other in the development of resources and schemes of work. We use innovative learning and teaching methods to keep our students focused and motivated. Lessons are interactive and carefully planned with a commitment to high standards of academic achievement and a genuine passion for the subject. The commitment and ability of students at the school enables us to take risks with our teaching, and this creativity is central to the continued success of the department.

Business Studies and Economics are very popular subject currently with three GCSE classes in Year 10 and two classes in Year 11. This year there are over 120 students studying Business Studies at GCSE following the Edexcel specification. The number of students choosing to study the subject has increased markedly in the last year. The results are excellent with 100% of students achieving 9-5 grades in 2020.

At A-Level, we also follow the Edexcel syllabus in Business Studies and Economics. There is currently one class of Business Studies and one class of Economics in Year 12 and two classes of Economics in Year 13. We have achieved consistently high results in the department over the past several years for Business and Economics.

The department runs a popular Economics Society and our Business prefects play an important role in mentoring younger Business students. We have participated in national competitions such as the Young Enterprise Company Programme, the London Institute of Banking and Finance Student Investor Challenge, the Royal Economics Societies Young Economist of Year competition, the University of Cambridge Economics Essay competition and the London School of Economics Essay competition.

The Young Enterprise Company Programme is also led and run from the department. This is extremely popular and usually has at least two teams. The students have been extremely successful winning prizes for Best Teamwork, Best Trade Stand, Best Presentation and Best use of Technology over the last few years. Our aim is always to encourage our students to love learning and to be excited to explore the subjects that we ourselves are so passionate about.

At our school, there is so much positive energy, achievement and 'buzz'. Our staff give so generously of their own time to enable the students to have wonderful and enriching experiences, such as language, history and annual ski trips, sports and music tours, Duke of Edinburgh expeditions and so much more. Sporting achievements are outstanding, with national medals being won by several of our teams, over one third of the school take part in the Duke of Edinburgh scheme and many students take part in debating competitions, mock trials, young enterprise competitions, drama productions, music concerts ... the list is endless.

We believe that students should feel cared for, we work very hard to support their well-being through a strong pastoral care framework, and a recently developed scheme called 'Getting Life Ready'. We recognise that happy and confident young women are far more successful in all that they do. There is something for everyone at our school and the ethos and atmosphere is one of acceptance and mutual respect.

All of our academic faculties achieve very well, the Business Studies and Economics Department has many strengths. Now we wish to enhance the high standards already in place.

As part of your application, please write a letter (no more than two sides, font 11) explaining how your skills, creativity and passion for effective teaching of Business Studies and Economics would best meet the requirements of the job description and personal specification.

The closing date is on the advert and details of whom to contact are there too.

This is a remarkable school and we will provide you with a vibrant, exciting opportunity to develop your teaching skills in a school dedicated to excellence.

Kind regards.



Rachel Smith

Headteacher



Job description – Teacher of Business Studies and Economics

Job title	Teacher of Business Studies and Economics
Salary range	Main - Upper Pay Scale
Line management	Reports to the Head of Business Studies and Economics
Purpose of the role	
<ul style="list-style-type: none">● To enable all students to achieve their full potential (social, physical, emotional and intellectual) by developing in them relevant skills, competencies, attitudes, concepts and knowledge.● To use professional judgement and skill to help students acquire the confidence to tackle all aspects of learning throughout their lives.● To seek to enhance the self-esteem and self-fulfilment of students through a supportive, encouraging, yet challenging approach to learning.● To follow direction as established by the Head of Department and/or Head of Faculty.	
Subject Specific Responsibilities	
<ul style="list-style-type: none">● Promote a passion and enthusiasm for Business Studies and Economics.● Have curriculum responsibility for Business Studies and Economics across all year groups in the School and teach an agreed number of lessons commensurate to the role and responsibility of the post, across the School, as required.● Teach across the age and ability range, extending the most able and supporting those who find the subject challenging● To enable all students to achieve their full potential (social, physical, emotional and intellectual) by developing in them relevant skills, competencies, attitudes, concepts and knowledge● Maintaining good order and discipline amongst the pupils and safeguarding their health and safety, both when they are on the school premises and when they are engaged in authorised school activities elsewhere● To require from the pupils the high standards of behaviour, dress, punctuality, effort and attendance that are consistent with the school's expectations● Report to and follow direction as established by the Head of Business and Economics● Teach National and School Curricula within the school's Teaching and Learning Policy● To use a wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes.● To seek to enhance the self-esteem and self-fulfilment of students through a supportive,	

Job description - Teacher of Business Studies and Economics



encouraging, yet challenging approach to learning.

- Assessing, marking, recording and reporting on the development, progress and attainment of pupils in line with school and departmental policy
- Providing or contributing to oral and written assessments, reports and references relating to individual pupils and/or groups of pupils
- Promoting the general progress and well-being of individual pupils and groups of pupils
- To set targets with students using baseline and other assessment data and to review performance on a regular basis.
- Participating, as required, in meetings that relate to the curriculum, the organisation of the school or pastoral matters
- Participating in arrangements for further training and professional development as a teacher in conjunction with the Head of Business and Economics
- Contribute to the preparation and development of courses of study, teaching materials, teaching programmes, and methods of teaching and assessment
- Reviewing from time to time teaching methods and programmes of work
- To work collaboratively with others to contribute their own particular talents and skills to contribute to school improvement.
- Support the Head of Business and Economics in areas which promote the general organisation, administration and smooth running of the department.
- Contribute more widely to the department through, for example, enrichment activities, administering internal examinations, interventions to support individuals or groups of pupils or partnership activities
- Assist with the organisation (and lead where appropriate) on a programme of additional activities that include the Young Enterprise Scheme and competition, external speakers, the development and growth of the Business and Economics Societies, Young Investor Challenge and various Essay competitions to name but a few.
- Communicating and consulting with the parents of pupils, both formally at Parents' Meetings and informally

General Teaching Responsibilities

- To prepare, teach and assess work at KS4 and KS5 in accordance with school and departmental policy.
- To keep appropriate records of assessment of designated groups.
- To use a wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes.
- To set targets with students using baseline and other assessment data and to review performance on a regular basis.
- To work collaboratively with others to contribute their own particular talents and skills to contribute to school improvement.

Job description - Teacher of Business Studies and Economics



- To support actively the aims and policies of the school.
- To take responsibility for their own professional development.
- To care for the school environment and take responsibility for their own teaching rooms.
- To have a concern for the academic and general welfare of students in their care during specific lessons.
- To make a contribution to the broader life of the school.
- To be a form tutor, if required

Safeguarding and Promoting the Welfare of Children and Young People

- Ensure a safe and supportive school culture that promotes the wellbeing of staff and students;
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school;
- Promote a culture of inclusion within the school so that views are valued and taken into account.
- Compliance with GDPR Legislation (effective from May 2018).

Health and Safety requirements

- To ensure compliance with working practices within the department to ensure that all Health and Safety procedures are being adhered to; awareness of site specific risks, also how to deal with emergencies and reporting of accidents and/or incidents.
- To complete all training procedures relating to Health and Safety.
- To ensure that practical area, tools, equipment, computer software and materials relevant to the subject area are kept in an operable and safe manner, and ready for use by staff and students.
- To ensure any third parties / visitors to the department are aware of on-site procedures and site specific risks.
- To consider all duties under health and safety law when planning departmental trips outside of school, both in UK and abroad. Also to ensure that all staff are aware of the requirement for written consent being obtained for all activities that need a higher level of risk management or take place outside school hours.

February 2021

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.

Person Specification - Teacher of Business Studies and Economics



<ul style="list-style-type: none"> • Contributing to the development of a shared departmental vision • How data can inspire and improve learning • Promote a culture of inclusion • Effective management of school resources 	<ul style="list-style-type: none"> • A/I • A/I/R • A/I/R • A/I/R
Safeguarding and promoting the welfare of children and young people	Assessment Method
<ul style="list-style-type: none"> • National and local safeguarding guidance • Ensuring a safe and supportive school culture • Is interested in the welfare and pastoral wellbeing of young people 	<ul style="list-style-type: none"> • A/I/R • A/I/R • A/I/R
Managing the organisation	Assessment Method
<ul style="list-style-type: none"> • Ability to work with and analyse class data • Has used data to inspire and improve learning • Demonstrating excellent communication • Is highly motivated and can work independently as well as within wider teams 	<ul style="list-style-type: none"> • I/R • I/R • I/R
Securing accountability	Assessment Method
<ul style="list-style-type: none"> • Contributing to an effective team where everyone feels valued • Analysing and presenting information to secure future improvements • Promoting health, safety and welfare of students • Efficiency and reliability • Active support of the ethos and aims of the school 	<ul style="list-style-type: none"> • A/I/R • A/I • A/I • A/I/R • A/I
Strengthening community	Assessment Method
<ul style="list-style-type: none"> • Fostering a positive culture for improvement • Establishing links for extending learning with the wider community • Effective communication with parents in conjunction with colleagues and the Head of Department • Demonstrates a solid understanding of, and commitment to working within the principles of equality, diversity and inclusion 	<ul style="list-style-type: none"> • A/I • A/I • A/I

Why work with us?

Beaconsfield High is a great place to work. Not only do we offer all the things you would expect, like excellent opportunities for career development, a great support network, a team of people dedicated to staff well-being and numerous staff training opportunities, we also offer those little extras that make life that much more enjoyable.

- **Secret Buddies** – you pick your buddy at the beginning of the school year and buy them two gifts/pick-me-ups from a list of preferences and interests per term for. In return another member does the same for you.
- **Christmas/ end of year socials**
- **Cakes at Break/ Birthday Club**
- **Good Eggs/ Christmas Stars** – staff nominated rewards for those colleagues who have gone above and beyond.
- **Government approved non-inset Academy Days** - non-working days in addition to inset days.
- Attend your child's primary school sports day.
- **Becky High Ramblers** - weekend walks ending with a pub lunch!
- **Travel to exciting places** - we offer a number of very exciting student trips both national and international, which staff are encouraged to join.
- **No Ofsted inspection until 2023!**



Pupils throw themselves into their learning and into the remarkable range of extra-curricular opportunities... in one pupil's words, there is something for everyone.

- 2019 Ofsted

There are endless opportunities here, the sky really is the limit!

- Student

Not only do staff strive to get the best out of my daughter academically, her happiness and mental well-being is of equal importance. We are so proud to be part of the Becky High community.

- Parent

The accreditation process has shown not only that Beaconsfield High School is an 'Exceptional School', but that it is also highly ambitious, forward looking and puts the attainment and wellbeing of students at the heart of all it does. The findings of the review demonstrate that it is held in high regard by all its stakeholders and the students themselves are its best ambassadors.

- Best Practice Network





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