



**Part Time Teacher of Business
(approx. 0.5 FTE)**

**Required from September 2020
Alcester Grammar School**

Welcome from the Principal

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 than 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.



Pay and Conditions

This is a part time position (approx. 0.5 FTE)

Responsible to: The Head of Business and Economics

Salary: MPS/UPS

Leadership Structure

The structure of the current Senior Leadership Team is as follows:

Clive Sentence - Principal

Frances Coyles - Finance and Operations Director

Jeremy Slater - Vice Principal (Curriculum)

Ian Young - Vice Principal (Head of Sixth Form)

Helena Tingle - Assistant Principal (Teaching and Learning)

Joanna Turner - Assistant Principal (11-16 school, Safety and Wellbeing)

The Business and Economics Department Team

Head of Department : Mrs Gill Dolphin

Teaching staff: Mr Ian Young (Vice Principal & Head of Sixth Form)

Ms Suzanna Campbell

Ms Liz Albutt

Mrs Shona Atherton (part time)



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 over 1300 students on roll, including 534 in the sixth form, we are in a position to offer a wide curriculum; including two languages in Years 7-9 and a requirement to study a modern language and humanity to GCSE. 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 and Economics Department

Welcome to the AGS Business and Economics 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.

Business explores the way firms are run, how they make decisions and how these are influenced by the environment in which they operate and the social and economic changes in the wider world. Our intent is that by studying Business, students are enabled to understand the commercial world and question the behaviour of firms in the way that they impact all their stakeholders and wider society.

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 teach both A level and GCSE Business; a willingness to teach Economics is useful but not essential.

The Curriculum

Members of the department teach across the Year 10 to Year 13 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.

In KS4 lessons we deliver OCR GCSE Business to four 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. Business is 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 Business and Economics Department

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 160 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.

We 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 classroom.

We are particularly proud of our innovative 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

Criteria	Essential requirements
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 (or for an NQT the potential) of producing outstanding results in GCSE & A-level Business Ability to teach Business A Level Ability to teach Economics is useful but not essential
Curriculum	<ul style="list-style-type: none"> Familiar with the requirements of, and preferably have experience of, teaching Business at GCSE Familiar with the requirements of, and have experience of teaching 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



Person Specification

Criteria	Essential requirements
Relationships (cont.)	<ul style="list-style-type: none">• 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



Application Procedure

Please complete the school application form available on the vacancies section of our website 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

Please note that applications will only be accepted on the Alcester Grammar School application form. CVs and online applications will not be accepted or included in the shortlisting process.

The closing date is 9am on Friday 27th March 2020.

Interviews will take place the following week.

Alcester Grammar School is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) check will be carried out prior to the commencement of any offer of employment.





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