



SANDBACH SCHOOL
OPPORTUNITY, ACHIEVEMENT, EXCELLENCE



Application Pack for the post of
Curriculum Leader of Business Studies & Economics
Full-Time, Permanent

Curriculum Leader of Business Studies & Economics (Full Time, Permanent)

Thank you for your interest in the above post.



Sandbach School is an 11-16 Comprehensive School for boys that has a co-educational Sixth Form. In September 2011 Sandbach School became one of the first 24 Free Schools, directly funded by the DfE and working autonomously from the Local Authority. It serves the communities of Sandbach, Haslington, Elworth and surrounding parishes in Cheshire East.

The school provides an inclusive education which goes well beyond curricular provision: blending traditions with innovation via both Year cohorts and a House system; prefects and a rigorous “colours” system; peer-mentoring and a strong pupil voice in an active School Council; Commemoration Day and Awards Ceremonies.

The range of extra-curricular provision is outstanding, encompassing sport, the Arts, Combined Cadet Force and myriad clubs and activities. Extra-curricular relations are used positively to enhance in-class dynamics.

We seek to recruit teaching staff with a philosophical commitment to outstanding comprehensive education both inside and outside the classroom. It is our belief that progress in all aspects of learning is affected by the quality of relationships forged within the school community, and that such relationships are unlikely to be maximised solely through the teaching situation. We recognise the entitlement of all pupils to a high quality and equality of experience, provision, care and support. To that end we endeavour to marry all that we see as best in education development with all that is desirable from the traditions of our past.

Our latest Ofsted report recognised the strength of our inclusive approach: “You have encouraged teachers and pupils to work together to deliver high quality leadership and education. Your staff feel valued, trusted and part of the school improvement process. Pupils are encouraged to engage with leadership in the school through the ‘Senate’. You encourage elected pupils that make up the ‘Senate’ to evaluate the effectiveness of the school’s work and contribute to further development of school policies.”

Thank you for your interest in a position at Sandbach School. I hope you will be enthused by what you read. If your experience and qualifications match our job specification, and if your philosophy of education stands comfortably with the expectations of the School, particularly in terms of providing added value outside the classroom, then I warmly invite your application.

A handwritten signature in black ink, which appears to be 'SB' followed by a flourish.

Sarah Burns
Headteacher

Sandbach School and the Community

There are currently 1255 students on roll at Sandbach School (248 in Sixth Form)

The School is one of two single sex High Schools serving the educational needs of Sandbach and its surrounding area.

Sandbach is a pleasant, thriving and expanding market town of around 15,000 inhabitants situated within minutes of the M6. Its traditional employment base was engineering (Fodens and ERF Trucks, with movement towards British Rail and Rolls Royce/Bentley in Crewe). In recent years those industries have declined and numerous service industries have prospered and the geographical situation of the town has attracted a growing commuter population. Stoke on Trent can be reached within 20 minutes, Manchester City Centre within 40 minutes.

The town enjoys a strong community identity and within this Sandbach School is well supported; many families have current or historic links with the School. The local Rugby Club – Sandbach RFC – was formerly the Old Sandbachians, while past and present pupils provide much of the support for the local hockey, soccer and cricket clubs. The Old Sandbachians Association enjoys considerable community standing and meets regularly both locally and in London. Community expectations of the school are high.

Applicants from outside the South Cheshire area will discover a range of housing of all types available, with opportunities to live in the larger local towns (Congleton, Nantwich, Alsager, Holmes Chapel, Crewe and Newcastle), in small villages, or in rural isolation. South Cheshire and the neighbouring areas of North Staffordshire and Shropshire offer an enviable quality of life with a richness of social, cultural and recreational provision.

School History

Although Sandbach School was founded in 1677 as a Parish Charity, its present site near to the centre of town was not occupied until 1849, when George Gilbert Scott designed the impressive buildings which form the façade of the present and much extended School. Building has continued at regular intervals, most recently in 2012 with the opening of a new extension to our Sixth Form Centre.

The School operated as a Charitable Boarding and Day institution completely independent of Cheshire County Council until 1955, when the two parties entered into a unique agreement whereby the independence and charitable status of the School were guaranteed, but the School was to operate as the day grammar for County boys in South Cheshire.

In 1979, a re-negotiated Agreement saw the School accept an all-ability intake from a defined area of South Cheshire. We now have a clear comprehensive ethos supported by all employees, and our curriculum and pastoral provision reflect this. A further negotiation of the Agreement in 2006 strengthened the ties between the LA and the School, allowed for increased admissions at Year 7 and in the Sixth Form and secured the School's long-term future.

In 2011, we became a Free School/Academy which enabled us to gain direct funding from the DfE. We operate as an academy in line with many other Cheshire East schools.

Sandbach School is fully committed to working in partnership with schools and community groups. Local partnerships include being an integral part of the Chimney House Alliance (a formal collaboration of 14 secondary schools in East Cheshire), as well as the Sandbach & Haslington Education Improvement Partnership across the two Sandbach Secondary Schools and their feeder primaries. International partnerships range from Fukien High School in Hong Kong to Leibniz Oberschule in Berlin. Genuine, long-term partnerships within the Arts range from the National Theatre in Drama, to Manchester Metropolitan University in Art and to Salford University in Music.



Sixth Form

Sandbach School Sixth Form is a dynamic and vibrant place where students are given the freedom and opportunities to develop as individuals as they make important steps towards Higher Education or employment.

Our Sixth Form has a tradition of balancing academic excellence with the best extra-curricular and leadership opportunities thus helping students to make the most of their time here. They are supported and guided along the way by dedicated and experienced staff who are there to provide them with the best possible experience.

Sixth Form Facilities



We have a purpose built Sixth Form Centre which includes a cafeteria, private study area and mezzanine study zone. There are also two dedicated sixth form seminar rooms where students are well served by technology, with a PC suite and a bank of laptops for research and study purposes.

The Sixth Form Centre allows our students to enjoy their own dedicated facility whilst still being part of a thriving school environment.

Mission and Values



The core values of Sandbach School are those embodied in the School's motto and crest displayed on all uniform badges and school documentation. Such values are known, understood and should be practised by all members of the Sandbach School Community.

The Latin motto "Ut Severis Seges" broadly translates as "As you sow, so shall you reap" or the more you put into school life, the more you will get out of it. The crest of the Cheshire wheatsheaf suggests that care, nurturing and commitment are needed to achieve a harvest of quality. Applying both concepts to an all-boys comprehensive school, the values which the motto and crest encapsulate are:

- Commitment to excellence in all aspects of school life – "working hard and playing hard".
- Respect for self and others, combined with a responsibility and caring for all members of the school and its wider community.
- Integrity, honesty and open-ness in how every member of the school community operates.
- Encouragement of all to be creative, innovative and able to take initiative in order to develop every individual beyond their perceived potential.

Such values are regularly communicated, reinforced and celebrated in assemblies, performances, fixtures, formal documentation and the School's website.



Extra Curricular

The school runs an extensive programme of extra-curricular activities. Many activities change each term and information is regularly updated on our website.

At our most recent inspection Ofsted commented:

"The school's record of sporting prowess and pupils' strong cultural development has been sustained through a rich variety of extra-curricular activities. Those pupils that do not enjoy sports as much can access a wide range of clubs that take place regularly. These include drama club, band practice and the science, technology, engineering and mathematics (STEM) club." Ofsted 2018

Please take a look at our website for a further insight into Sandbach School www.sandbachschool.org

XTRA
#GetInvolved

We aim to develop the compassion, aspiration and resilience of each student. When they leave us we want them to be at ease with themselves, to have a sense of self-worth, to have developed their talents and abilities and to be a valuable member of society.

Business studies and Economics Faculty

The Post

This role is an excellent opportunity for a forward thinking and innovative middle leader to join the school. The Business Studies and Economics faculty is at a key point in its development at Sandbach. The faculty has a well-established GCSE and A level curriculum structure for both Business and Economics, the school is now looking to broaden its curriculum offer and introduce a vocational pathway within the faculty. A key role for the successful candidate will be to grow the faculty to successfully support both the academic and vocational pathways within the curriculum. The post offers the opportunity for a dynamic individual to shape and grow the faculty to become part of our outstanding provision.

The faculty has three dedicated teaching rooms, equipped with interactive whiteboards and a suite of laptops to support learning. The team of five teachers is working hard to ensure high quality schemes of work are in place to support teaching, providing the tools to ensure teachers can deliver the exciting and dynamic teaching environments the school strives to create. Within these schemes of work standardised homework tasks are embedded, as are assessment tasks, which have been scheduled to ensure teacher workload remains manageable.

The faculty recruits strongly each year at both GCSE and A Level. GCSE Business studies (Edexcel) typically recruits 70 students annually. A level Business Studies (Edexcel) and Economics (AQA) together recruit around 40 students. The faculty has the potential to develop a strong extracurricular offer which will be fully supported by the senior management team.

As a member of the international Boys School Association we are active in exploring all strategies that enhance Boys education and regularly network with other similar schools to find and share best practice in the classroom.

The CPD program at Sandbach is of the highest standard both supporting NQT and RQT through these challenging years but also providing teachers with the facilities and opportunities to develop their pedagogy throughout their careers. Many staff have followed CPD routes allowing them to gain certification as 'Outstanding teachers' or attend step up to middle / senior management programs.

Progress and Attainment for our students continues to be a high priority for the school and both GCSE and A level results reflect the excellent work that goes on in the classroom. The Faculty has a strong record of exam success and we are confident this will continue.

Job Details – Curriculum Leader Business Studies and Economics TLR 2C (£6,575)

The School is looking to appoint a well-qualified, enthusiastic and dynamic middle leader, who is able to work within a department characterised by its friendliness, co-operation and dedication.

As a curriculum leader you will be able to:

- Continue to grow the department's culture of outstanding practice in all areas.
- Share good practice and resources with other members of the department.
- Monitor and secure good progress of students across the faculty.
- Lead and manage staff performance reviews across the faculty.

As a teacher you will be able to:

- Teach all aspects of one of the subjects within the faculty.
- Set the highest standards for yourself and those you teach.
- Continue the department's culture of Learning and Teaching innovation.
- Integrate the use of ICT in a variety of ways into your teaching.
- Share good practice and resources with other members of the department.

Job Description for Curriculum Leader

Job Summary:

The Curriculum Leader will demonstrate leadership and management capabilities to create the conditions for members of their team to provide challenge, perform to a high standard and innovate, in order to allow the effective delivery of their curriculum area. The Curriculum leader will represent the “face” of the curricular unit to pupils, colleagues, parents, governors and educational agencies in all aspects of the core values of the school.

Accountabilities:

Leading Learning

- To raise standards of student attainment and achievement within the whole curriculum area and to monitor and support student progress
- To be accountable for student progress and development within the curriculum area
- To be accountable for leading, managing, monitoring and developing the learning process within the curriculum area.

Leading Teaching

- To develop and enhance the teaching practice of others
- To ensure the provision and delivery of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Head teacher of the school
- To be accountable for leading, managing, monitoring and developing the teaching of the curriculum area.

Management

- To effectively manage and deploy teaching/support staff, financial and physical resources within the department to support the designated curriculum
- To effectively lead and manage the learning and teaching environment of the department
- To manage the faculty Performance Management process

Whole School Responsibilities

- To lead and inspire all departmental initiatives within the whole vision framework for school improvement
- To lead departmental initiatives in a positive way to provide a role model for excellence and create a culture of high aspirations for subject and whole school success
- To promote actively the core values of the school and their translation into strategies to create excellence, self-review and self-evaluation
- To contribute to the formulation of the whole school strategic development plan and to lead and implement at departmental level
- To ensure that all whole school policies are adhered to at departmental level and promote and support the well-being of students

This job description is current at the date shown, but, in consultation with you, may be changed by the Head teacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification

Criteria	Essential	Desirable
Qualifications & Knowledge	<ul style="list-style-type: none"> • Qualified teacher. • Honours Degree • PGCE • Record of effective CPD in Teaching and Learning and subject knowledge. 	<ul style="list-style-type: none"> • Successfully undertaken aspects of Middle Leadership training.
Experience	<ul style="list-style-type: none"> • Excellent and successful classroom teacher. • Experience of leading a successful team. • Understands the need for quality assurance, monitoring and evaluation. • Thorough understanding of pedagogy and the ability to model good practice. • Experience of working in a target-driven environment using data analysis to implement effective strategies and intervention. • Practical knowledge of curriculum pathways. 	<ul style="list-style-type: none"> • Experience of teaching Vocational Bus Studies in an 11-18 school. • Involvement in or leadership of developments at whole school level. • Experience of leading CPD.
Abilities and Skills	<ul style="list-style-type: none"> • Commitment to improve student learning and raising achievement at all levels. • Expertise in assessment and intervention strategies. • Ability to use ICT to raise achievement. • Commitment to safeguard & promote the welfare of children. • Excellent communication skills with staff, students and parents. • Have the ability to work to deadlines and produce concise reports. • Knowledge to ensure a safe working and learning environment is maintained within the faculty. 	
Personal Attributes	<ul style="list-style-type: none"> • Enjoy working with young people and have the ability to inspire and motivate them. • Excellent communicator with strong interpersonal skills and high levels of emotional intelligence. • Team player. • Outcome driven. • Desire to contribute to and be involved in the wider life of the school. • Good record of attendance and punctuality • Sense of humour and perspective. 	

How to Apply

Please download and complete our application form from our website and e-mail your completed application to headteacher@sandbachschool.org together with a supporting letter of no more than 2 sides of A4 detailing how you fulfil the requirements of the post. In order to promote fairness and consistency amongst applicants, only application forms fully completed will be accepted (please note that CVs will not be accepted).

Closing date for application is: 8.00 a.m. Monday 21st January 2019

