

# **Recruitment Pack**

### Business Studies/Humanities Teacher (Temporary Part Time) QE School, Crediton

Closing Date: 9am Monday 27 November



# **Ted Wragg Trust**

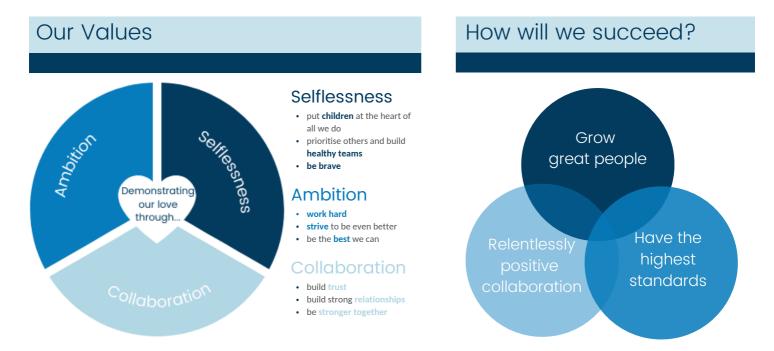


An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.



#### **Queen Elizabeth's School**

#### Letter from the Headteacher

#### Dear Applicant

Thank you for your interest in this post at Queen Elizabeth's School. The school currently has 1250 students on roll of whom 130 are in the Sixth Form. The majority of our students are drawn from our partner primary schools across mid Devon and the greater Exeter area.

Founded in the 16th century, the school is set in the market town of Crediton, just 7 miles from Exeter. We are an ambitious school dedicated to providing an excellent education that develops knowledge, character, contribution and wisdom. Our Year 7 and 8 students are taught on our Barnfield campus and Years 9-13 at Western Road.

At Queen Elizabeth's our coaching programme supports all colleagues to continuously improve their classroom and leadership practice. We were delighted to be judged as Good in the most recent Ofsted report in May 2022, which recognised our high-quality curriculum and continued improvement in achieving positive outcomes for all students. Through high quality teaching and a broad range of extra-curricular activities we aim to instil our students with the values of respect, reflection and resilience.

The enclosed recruitment pack outlines the key duties and accountabilities of the post. The successful applicant will:

- have a clear, well communicated understanding of the most effective teaching and learning techniques that lead to strong student progress
- possess the skills and determination to make a positive difference to the lives of our students
- • be relentless in encouraging all students to build their knowledge and actively contribute to school life within our community so that they develop a sense of pride and belonging

If you have any questions, please do get in touch via Mrs Anna Field, Personnel Assistant anna.field@qe.devon.sch.uk

#### Yours sincerely Paula Smith - Headteacher



### **Key Details**

Job Title: Business Studies /Humanities Teacher (until August 24) Location: Queen Elizabeth's, Crediton Salary: Teacher pay range

Closing Date: 9am Monday 6 November Interviews: TBC Required From: January 2024

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.



### How to apply

If you would like an informal conversation about this role please contact Anna Field, anna.field@qe.devon.sch.uk

Please use the application form available on the Trust website and email it to: anna.field@qe.devon.sch.uk

#### Queen Elizabeth's Principles of Teaching

	pice of redoning	
Principle of Better Practice	So that	
1. High expectations for	r behaviour and routines	
a) Teachers demonstrate effective classroom	a) Minimal lesson time is wasted dealing with low-level	
management	disruption or disorderly transitions	
	b) Students can think hard about their learning free from	
b) Teachers consistently apply the Ready to Learn policy	distractions	
c) Teachers ensure that there is a high student	c) All students are engaged	
participation rate	d) Students understand the connection between effort	
d) Teachers reinforce effort and provide recognition	and achievement	
dy reachers remove enore and provide recognition	e) A high number of students are asked and answer	
e) Teachers ask questions that promote student	questions	
participation	questions	
2. Quality of instruction		
a) Teachers give highly effective explanations	a) Students quickly grasp ideas	
b) Teachers provide clearly defined outcomes	<ul> <li>b) Students have total clarity about what they are learning</li> </ul>	
by reachers provide clearly defined outcomes	and what success looks like	
c) Teachers present new knowledge in small steps	c) Each step can be mastered before students move on	
d) Teachers model excellence and how to achieve it	d) Students know what excellence looks like as well as	
	how to achieve it	
e) Teachers ask a high quantity of process and factual	e) Students are given opportunities to practise new	
questions	material	
3. Literacy: vocabulary, reading, oracy, writing		
a) Teachers explicitly instruct Tier 2 and Tier 3	a) Students use academic vocabulary fluently in speech	
vocabulary	and writing	
b) Teachers provide challenging subject based reading	b) Students can comprehend challenging academic texts	
c) Teachers plan, prompt and model structured talk	c) Students can eloquently verbalise their knowledge and	
activities	understanding	
	d) Students can independently plan, draft and edit	
d) Teachers break down, scaffold and model complex	extended writing	
writing tasks in their subject		
4. Making it stick		
a) Teachers regularly use low stakes testing	a) Students can embed learning into their long term	
b) Teachers guide students as they begin to practise	memory	
new material	b) Students can develop fluency and accuracy in new	
c) Teachers give students opportunities to practise	areas of learning	
independently	c) Skills and knowledge become automatic for students	
d) Teachers use visuals and other resources to support	d) Students can successfully understand and remember	
explanations	key aspects of learning	
e) Teachers ask questions which make links with prior	e) Students are encouraged to draw on prior knowledge	
learning	-,	
5. Inclusive classroom		
a) Teachers have a clear understanding of all learners'	a) All students can access learning within lessons	
requirements	b) All students encounter the appropriate level of	
b) Teachers develop and apply personalised strategies	challenge within lessons and can make progress	
in the classroom	c) Inclusion is embedded in every aspect of the classroom	
c) Teachers do not rely solely on resources or	d) Students' needs are responded to flexibly and	
interventions	strategies are reviewed regularly for impact	
d) Teachers reflect critically on the impact of teaching	states are remember regularly for impact	
on all learners and adapt strategies in response to		
feedback		
6. Effective feedback		
a) Teachers give students high quality feedback	a) Student actions are refocused/directed to achieve a	
b) Teachers accurately gather information on student	•	
	goal (ReACT)	
learning	b) Teachers know which topics to re-teach that were not	
	grasped first time	
c) Teacher provide students with opportunities to act	c) Students can swiftly develop further knowledge and	
upon feedback	skills	
d) Teachers plan and ask questions that provide a	d) Teachers can identify gaps in student learning	
picture of student learning		



## **Business Studies**

Business Studies is an immensely popular subject both at KS4 and at Post-16, that is situated within a wider Humanities department. It is led by the Head of History and Business and is a hard-working, friendly and dedicated department.

At GCSE, students follow the Edexcel (9-1) qualification. The course is made up of 2 units: Investigating Small Business & Building a Business.

Both units are assessed through external examination at the end of year 11 in two separate papers of 1 hour 30 minutes each.

At A-Level, students follow the Edexcel Business (2015) qualification. This has four themes, assessed across three papers, each lasting 2 hours: Marketing and People, Managing Business Activities, Decisions and Strategy & Global Business. Paper 1 assesses Marketing, People and Global Business. Paper 2 assesses Business activities, Decisions and Strategy. Paper 3: Investigating Business in a Competitive Environment. Paper 3 will assess content across all four themes. There is a pre-released document that will focus on a broad context, such as an industry or market in which businesses operated.

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.



# **Person Specification**

	Descriptor
Expertise	<ul> <li>Knowledge of how to, and ability to, motivate young people and adults</li> <li>Supporting students' progress (in a holistic sense)</li> <li>Analysis and interpretation of progress and assessment data</li> <li>Ability to deliver consistently outstanding teaching</li> <li>Interpersonal skills that promote school improvement</li> <li>Effective communication skills that improve relationships with key stakeholders; staff, parents, students, governors and the wider community</li> </ul>
Qualificatio	<ul> <li>Good honours degree</li> <li>Teaching qualification</li> <li>Qualified Teacher Status</li> <li>Recent and relevant professional development</li> </ul>
Experience	<ul> <li>Teaching</li> <li>Working with young people</li> <li>Teamwork</li> <li>Communication</li> <li>Safeguarding young people</li> </ul>
Personal qualities and beliefs	<ul> <li>Passionate belief in the potential of all young people</li> <li>Highest possible standards of practice in relation to the safeguarding of young people</li> <li>Total respect for all members of our community and ability to model this respect</li> <li>Highly effective team worker</li> <li>A solution focused thinker</li> <li>Inspirational</li> <li>Reflective practitioner</li> <li>Belief in 'growth mindset' (as defined by C. Dweck)</li> <li>Belief that the concept of continuous improvement is a real and powerful process</li> <li>Commitment to learning as a lifelong endeavor and able to model this to the wider community</li> <li>Energy and enthusiasm</li> <li>Creative and not risk averse</li> <li>Belief that education empowers people</li> <li>Belief that education is a moral enterprise and not an exercise in gaming the latest government's league table</li> <li>Belief that comprehensive education is a powerful force for good in society</li> </ul>

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# **Growing great people**

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford - Deputy CEO

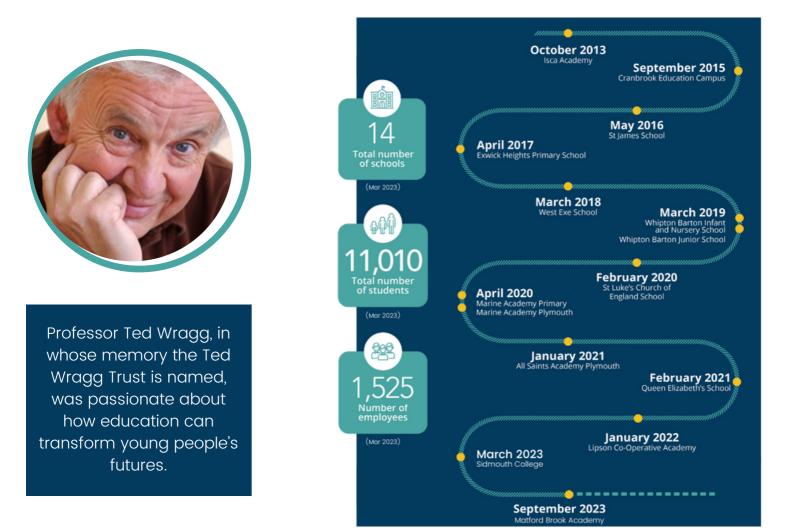
We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

### **Our Journey**



#### **Our Partnerships:**

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.







Dixons Academies Trust - A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.

Cabot Learning Federation – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.

**Reach Academy Feltham** –Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.