



Slough and Eton  
Church of England  
Business and Enterprise College

# Business Studies Teacher

**Application Pack**



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## CLOSING DATE:

8th July 2024 (9am)

## INTERVIEW DATES:

w/c 8th July 2024

## OUR SCHOOL

Slough and Eton is a great school. At our heart is great teaching, great learning, great experiences and great outcomes in the context of the Christian ethos of our school.

We educate to prepare students for life in all its fullness and work hard to have happy staff and engaged students. Our mantra, for all members of our school community is clear and unambiguous: Work Hard, Be Nice, No Excuses. Our expectations of students are high both in terms of conduct and engagement with learning. We believe passionately that the needs of each individual require the closest of attention and that strong relationships between adults and students are vital for success.

To find out more watch our school video [here](#).





# WELCOME

Dear Applicant,

Thank you for your interest in a position at Slough and Eton. This is a great school and I am delighted to have the opportunity to write to you about what we do here. Your interest in our school comes at an exciting time. Despite the challenges of the pandemic we have continued to celebrate excellent GCSE and Post-16 examination results and have a great team of staff focused on ensuring the young people in our care have the best of experiences. We are not a school which focuses on external judgement and are proud to provide great teaching, learning and experiences for students of all ages and abilities. As Headteacher I am determined to ensure we have a happy staff body and we encourage all students to follow one simple message: Work Hard, Be Nice, No Excuses. We have high expectations of our students in terms of their conduct, attendance, presentation and crucially their work ethic. Great teaching and learning is my top priority. We do this to support our Christian vision of enabling all children to be able to go on and live a full and successful life using John 10:10 - I have come in order that you might have life – life in all its fullness.

I work closely with staff to review our practice wherever we need to so that everything we do has the greatest impact on students' progress and achievement, adds value to their school experience and makes a positive difference to the wellbeing of all members of staff, something I take very seriously. We all know working in education is challenging and there are times when we have to work hard.

We also benefit from a number of staff members who have worked here for many years, consistently strong exam results and very supporting parents who are ambitious for their children's success. Crucially, the staff are a friendly group who support new colleagues really well, love their school and enjoy working here.

We are proud of the training opportunities offered to our staff. We partner with Reading, St Mary's and Brunel universities and offer a full range of bespoke in-house training for teaching and support staff. We are members of the local Independent State Schools Partnership with Eton College. This generates a range of opportunities for staff and students across both organisations. We have worked closely with Ross McGill (Teacher ToolKit) in recent years and are run a successful coaching programme for teachers. We partner with The Ambition Institute to deliver the Early Career Framework. We were proud to secure a 'flourishing' SIAMS judgement in November 2023 and the RE Quality Mark at 'Gold' in March 2024.

Much of our school has been refurbished over the last 12 years. We believe that staff and students should have the opportunity to work in the best possible accommodation and that their school should have a fresh, welcoming and engaging feel to it wherever you go.

Finally, and most importantly, our young people are fantastic to work with. Many are driven to work hard at school and achieve the very best qualifications that they can and aspire to university. They are great ambassadors for the local area and proud of the school they attend. Of course we have systems to support those who need it and also have a specialist resource base on site for students with speech, language and communication needs. These students achieve well and are fully included members of the school community.

If you are interested in finding out more about our school then please do come and visit us. I would be delighted to show you around, along with some students and give you the opportunity to talk informally with some staff about what it is like to work at the school.

I look forward to hearing from you and hope Slough and Eton could contribute to the next stage of your career and you to our continued success.

Best wishes,  
Peter Collins  
Headteacher





# VISION

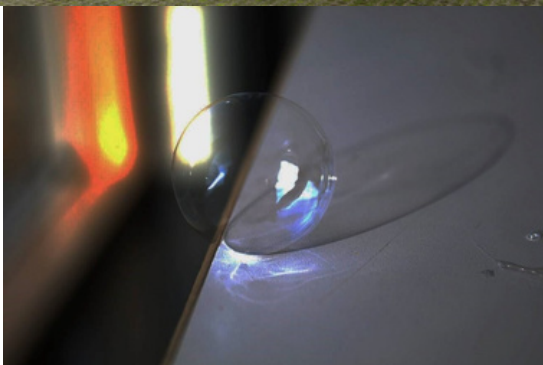
The curriculum at our school is rich, varied and engaging. We believe that the development of our students' cultural awareness is fundamental to their success as learners and young adults. To foster this we ensure a wide range of extra and super-curricular activities which develop essential leadership and life skills.

## WE HAVE THE FOLLOWING AMBITIONS FOR OUR STUDENTS:

- To be happy and resilient young people who value their education;
- To always be punctual and rarely miss a day of school;
- To achieve the best possible outcomes regardless of previous achievement;
- To be inspired by their experiences, develop strong leadership skills and be motivated to work hard;
- To have a broad outlook on their future prospects which leads them towards appropriate yet ambitious career pathways;
- To know what they are good at and how to improve their skills;
- To learn and socialise in a clean, tidy, fresh forward-thinking and modern-feeling school;
- To feel a strong sense of pride and respect for their school community;
- To value and appreciate the differences and cultures of others and enjoy the richness of life.

## WE ARE RELENTLESSLY FOCUSED ON THESE STANDARDS:

- High quality teaching is the ultimate key to ensuring all students achieve the best possible outcomes;
- Teachers ensure students display excellent attitudes to learning. Everyone will challenge off task behaviour and passive learning;
- All lessons should make maximum use of time, be challenging and engaging for all students;
- Disadvantage will not be a barrier to a student's success;
- All members of staff are responsible for improving their practice, being reflective and proactive in their professional development;
- Students are entitled to high quality feedback from their teacher to help them improve;
- Meaningful assessment is key to addressing underachievement and informing targeted interventions;
- A culture of safeguarding which protects the interests of all will permeate throughout the school;
- Working in partnership with parents is fundamental to ensuring our students are supported successfully.



# HISTORY

## BEGINNING

The school was first opened in October 1940 and historical documents show differing names until a few years after opening the board of Governors agreed the school would be named Slough & Eton Church of England School. The original buildings were of wooden construction favoured at this time during the 2nd World War. The original site featured air raid shelters as well for the staff and children which were put to good use during the early war years. Indeed there is a record of a bomb falling on an area known as the quadrangle on site during one particular school day in 1941. There is no record of what damage it caused but apparently the children at the time thought it was very exciting!

## EXPANSION

In the late sixties rebuilding work took place as the school had outgrown its site and the school footprint was extended from 12,000 sq ft to 22,000 sq feet accommodating 450 pupils with a long term forecast for 800! The buildings were constructed in timber and the walls and roofs were clad mainly out of wood shingles or tiles. Only one building remains on site of the original cladding and this is the Library, which had previously been built as the new gymnasium and sports hall.

## UPDATES

On the late evening of 19th February 1973 a fire broke out at the school and despite the efforts of over 100 firefighters the bulk of the building stock was lost. The only building saved was the Gymnasium which stands today as the Library.

In 1999 an agreement was reached to lease a portion of the school land for the development of a 5-a-side football franchise. During this phase a new sports hall was built and 10 x 5-a-side pitches were commissioned along with a Pavilion social and wet/dry changing facility. The school enjoys a facilities sharing agreement and the pitches are used extensively by Powerleague customers in the evenings and at weekends.

In 2008 a £10 million building programme was completed followed by a new Sixth Form Centre in 2013 and a Computing block in 2017.

## CURRENT CAMPUS FACILITIES

New classrooms equipped with excellent ICT facilities to enhance teaching and learning • Specialist Art Centre with computer suite • 7 Science Labs • Sports Centre with Dance Studio, Fitness training room and Outdoor Gym • Extensive playing fields • 10 5-a-Side state of the art all-weather football pitches • Specialist Technology Centre including Creative Media suite • Performing Arts area with a Drama studio, practise rooms, recording studio and computer facilities • Sixth Form Centre with a theatre, study rooms and dedicated classrooms for Sixth Formers to use • Library/Resource Centre • Interactive whiteboards and data projectors available in every classroom • Hair and Beauty Studio • Motor Vehicle Centre



# JOB DESCRIPTION

## TEACHING AND LEARNING

- To assist in the development of appropriate specifications, resources, schemes of work, marking policies and teaching strategies in the Department.
- To contribute to the Curriculum Area Development Plan and its implementation.
- To plan and prepare high quality lessons.
- To contribute to the whole school's planning activities.
- To contribute to the process of monitoring and evaluation of the Curriculum Area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the Curriculum, organisation and pastoral functions of the school.
- To contribute to the development of effective subject links with external agencies.
- To be a Form Tutor to an assigned group of students.
- To teach students, according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To commit to the running of extra-curricular clubs.
- To seek additional opportunities for students in the wider community through trips and visits.

## STUDENT OUTCOMES

- To maintain appropriate records and to provide relevant, accurate and up to date information for SIMS, registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track pupil progress and use information to inform teaching and learning.

## PERFORMANCE MANAGEMENT

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To actively engage in the Performance Management Review process.

## OTHER

- Ensure that all duties and services provided are in accordance with the School's Equal Opportunities framework.
- Take responsibility for knowledge of the school's safeguarding and child protection policies and procedures, and demonstrate commitment to promoting and safeguarding the welfare of children and young people in line with these.
- Carry out any other duties as directed by the Headteacher, as may from time to time be agreed, in accordance with the nature of the job as described above.



# PERSON SPECIFICATION

You must have Qualified Teacher Status in the UK, or an equivalent overseas qualification with UK teaching experience. This will allow you to deliver the National Curriculum and be properly equipped to deal with classroom management. You will be committed to raising standards and have good organisational and interpersonal skills.

## QUALIFICATIONS

- A Degree
- Qualified Teacher Status, with subject specialism(s) related to the post advertised
- Ability to teach across the full 11-18 age and ability range

## KNOWLEDGE AND SKILLS

- Professional knowledge and understanding of National Curriculum and GCSE requirements
- Ability to articulate characteristics of effective teaching and learning with evidence of good practice
- Good classroom management technique
- Knowledge and understanding of effective assessment and its contribution to learning and progression
- Knowledge of strategies related to key issues in education e.g. gender issues, equal opportunities, SEND
- Ability to contribute to Schemes of Work/Lesson Plans
- Knowledge and use of ICT and e-learning
- Excellent time management and organisational skills
- Excellent interpersonal and communication skills, both written and spoken
- Ability to work independently and take initiative

## EXPERIENCE

- A track record of success in learning and teaching, according to experience
- Involvement in the monitoring of progress and attainment at student and class level
- Experience in developing learning and teaching in an inclusive environment
- Experience in monitoring and developing the academic and personal progress of individual students as a tutor

## PERSONAL QUALITIES

- A sense of humour
- A flexible and adaptable approach
- Commitment to raising standards
- A desire to continue to learn and develop within the professional role
- Resilience and determination to be successful
- Ability to work well under pressure
- Commitment to safeguard and promote the welfare of children and young people

# HOW TO APPLY

Please go online to our website [www.slougheton.com](http://www.slougheton.com) to complete an application form or click on the link here: [www.slougheton.com/vacancies/teaching-posts](http://www.slougheton.com/vacancies/teaching-posts)

If you do have any further questions or to arrange a visit please contact Kirstin Sutherland, HR Manager at Slough and Eton on 01753 520824 or [vacancies@slougheton.com](mailto:vacancies@slougheton.com)

We are committed to safeguarding and promoting the welfare of children. This post is subject to satisfactory references, Disclosure & Barring Service (DBS) check and evidence of essential qualifications and proof of legal working in accordance with the Asylum and Immigration Act 1996. CVs are not accepted.

**Closing Date: Monday 8th July 2024 (9am)**

**Interview Date: week commencing 8th July 2024**

We reserve the right to interview and appoint promising candidates prior to this date if applications are received early.

## SEBMAT

### WHO ARE WE?

Slough and Eton is part of the Slough and East Berkshire Church of England Multi-Academy Trust (SEBMAT) which has been established as a group of schools which can support each other to ensure the best possible outcomes for the young people in Slough and the nearby areas. SEBMAT supports schools to achieve educational excellence through robust governance, effective leadership and management, coaching, sharing good practice and helping to secure good value for money.

SEBMAT has been established to form a group of schools that can support each other to ensure the best possible outcomes for the young people. SEBMAT supports schools to achieve very effective education with high levels of performance through coaching, sharing good practice and helping to secure good value for money.

### WHICH SCHOOLS ARE IN THE TRUST?

Slough and Eton Church of England Business and Enterprise College, Colnbrook Church of England Primary School and Eton Porny Church of England First School are the first three schools in SEBMAT. Lynch Hill Enterprise Academy and Lynch Hill School Primary Academy joined the Trust on 1 January 2019. Most recently we welcomed Woodlands Park Primary School in Maidenhead to the Trust as of 1 November 2022 and Grove Academy on 1 September 2023.