



The John of Gaunt School
A Community Academy

Excellence Every Day

APPLICATION PACK





The John of Gaunt School

A Community Academy

Our Mission

Our mission is to make sure that all our students, regardless of their circumstances, discover their personal best and thrive academically, individually and socially.

We are relentless in driving high expectations and make no apology for ensuring high standards across the school. We will continually ensure every student achieve excellent results, with high-quality teaching and a first-class curriculum, underpinned by outstanding cultural capital experiences and exceptional pastoral care.

Ethos and Culture

We are a highly inclusive school that blends nurturing individual care with high standards and expectations.

Our students are proud of their school and are happy, ambitious, inquisitive learners. They thrive on a curriculum and character education programme that takes place in classrooms, and includes clubs, trips and activities. Our ethos is underpinned by strong relationships between students, parents, carers, staff and governors, who all work tirelessly together to ensure students develop their individual characteristics to be successful at school and beyond.

Values

- **Excellence**
We strive for greatness in everything we set our minds to. We endeavour to do our very best and excel in all aspects of school life.
- **Respect**
We treat others in our diverse, inclusive community as we wish to be treated. We acknowledge individual differences yet join together in an uncompromising respect for each other.
- **Responsibility**
We understand that we own our actions. We work hard to understand our emotions and manage them effectively, whilst ensuring we put any mistakes right.
- **Resilience**
When we encounter challenges, we persevere and bounce back. We see setbacks as stepping stones to success and always give 100%.
- **Ambition**
Our ambition knows no limits. We will push ourselves to be the best version of ourselves to ensure success.





The John of Gaunt School
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Business Studies Teacher
Full Time, Permanent Contract

Dear Applicant,

I am delighted that you have shown an interest in this post at The John of Gaunt School which will start on 1st September 2023. You will join a committed and highly talented staff team with a supportive Governing Body who share high ambitions and the desire of excellence for our students. This is a truly exciting time to join our growing, forward thinking school.

We are looking for a dynamic and inspirational Business Studies teacher who has the expertise and flexibility to deliver Business Studies to students across the age and ability range. You will need to bring a sense of energy to the role and a desire to continually improve and will share our commitment to raising the achievement of every student.

You will find several documents within this pack. The John of Gaunt School Support Staff Application Form can be accessed via our website by clicking the following link. [Link to Vacancies](#)

The John of Gaunt School is large and dynamic school with approximately 1270 students on roll. We are a single Academy and actively promote collaboration with our feeder primary schools through the Trowbridge Schools' Social Enterprise - Collaborative Schools Ltd and the West Wiltshire Alliance; a partnership of 8 secondary schools and Wiltshire College. Our school roll is rising significantly each year and our reputation has accelerated over the last two years. We are now at the forefront educational practice and we are delighted that our recent changes are accelerating the progress of our students.

In your covering letter, which should be no longer than 2 sides of A4, please provide examples of how you meet the requirements of the person specification and outline how your current experience has prepared you for this role. Your application form and covering letter should be addressed to Mr Woodville and returned via email to ebaldwin@jogschool.org

The closing date for applications is Monday 12th December at 10am, interviews to be held later that week. If you haven't heard from us by 16th December, please assume that you will not be called for interview.

References will be called prior to interview and an online profile search conducted on all shortlisted candidates.

Thank you, once again, for your interest in this post. I look forward to reading your application.

Matthew Woodville
Headteacher

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At The John of Gaunt School

We are committed to safeguarding and promoting the welfare of students and expect all staff to share this commitment. A copy of the school's Safeguarding Children in Our School Policy and our Policy and Code of Conduct for Safe Practice are included in this pack for your reference. Further related policies will be included in the induction process. The interview will seek clarification on information you provide on your application form, assess your suitability for the post and assess your suitability to work in an environment where you will have contact with students. It will include questions relating to safeguarding and promoting the welfare of children.

If you are shortlisted references will be sought from your current or most recent employer and any issues arising from a reference will be discussed at interview. If you have worked with children in the past, but do not do so at the moment, a reference will be sought from this employer as well. If you have been self-employed, please provide statements or evidence from your clients/accountant or solicitor. References will be required which cover the past 5 years.

The application form asks you to give the contact details of a 'personal referee'; this should not be a relative or friend. Please give names and email contacts for all referees. The post will only be offered once two satisfactory references have been received.

Due to the nature of this post, you will be required to apply for an enhanced disclosure with barred list from the DBS (Disclosure and Barring Service) if you are offered the post. Disclosure will contain details of formal cautions, reprimands and final warnings, as well as convictions. The school will apply on your behalf and will pay the necessary fee. This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 Exceptions Order 1975, 2013 and 2020.

Having a criminal conviction will not automatically exclude you from employment, this will depend on the nature of the position and the circumstances and background of the offences committed. However, an offer of employment will be conditional until DBS and medical clearance have been received.

"A Good School"

OFSTED, JUNE 18

"A highly inclusive school... committed to the success of every pupil"

OFSTED, JUNE 18

Excellence Every Day

Headteacher: **Mr M Woodville**



The John of Gaunt School
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**BUSINESS STUDIES TEACHER
FULL-TIME
PERMANENT CONTRACT**

Starting 1st September 2023, we are looking for a dynamic and committed teacher to teach Business Studies at both GCSE and A level. You will have the skills and drive to inspire our students, coupled with high expectations and strong interpersonal skills. You will be joining a team who care passionately about their students and are committed to raising standards and enjoyment in the subject.

You will be a talented classroom practitioner, whether experienced and looking for a fresh challenge or new to the profession. We run a very strong ECT programme and many ECTs have progressed onto leadership roles quickly within school. A commitment to help all young people and staff to achieve their best is expected of all staff.

We would love to hear from you If you have:

- a commitment to raising student achievement at all levels
- an imaginative and creative approach to teaching and learning
- a shared belief in our inclusive ethos

As an employer we are committed to offering equal opportunities to all. We particularly welcome applicants from Black, Asian and minority ethnic (BAME) backgrounds as they are currently underrepresented in our school. All appointments will be made on merit and take account of the skills and experiences required for the role.

Closing date for applications is 10.00 am on Monday 12th December 2022

Full details and an application form can be accessed via our website, [Link to Vacancies](#)

CVs will not be considered.



Business Studies Teacher Job Description Permanent Contract

Start Date: • 1st September 2023

Grade: • MPS/UPS

Working Hours: • Full Time

Accountability: • Under the daily leadership of Director of Learning: Computer Science and Business Studies

Safeguarding: • The John of Gaunt School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and individually take responsibility for doing so.
• The postholder must hold enhanced DBS clearance with Children's Barred List Checks.

Comment: • The postholder may be required to perform duties other than those given in the job description. The particular duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are common occurrences and would not of themselves justify the regrading of the post.



Business Studies Teacher Job Description cont.

Teaching & Learning

- To manage student learning through effective teaching in accordance with subject schemes of work and policies.
- To embrace whole school initiatives, including TEEP and its relevant strands.
- To teach across the full age and ability range, as required.
- To deliver small group intervention sessions, as required.
- To plan differentiated lessons, which meet the needs of all abilities, including those with SEN and most able students.
- To set homework regularly in accordance with the school's policy.
- To encourage independent learning.
- To promote learner self-esteem and a positive academic self-concept.
- To work effectively as a member of the subject team to improve the quality of teaching and learning.
- To deepen learner knowledge and understanding and to maximise their achievement.
- To use positive behaviour management techniques based on mutual respect and recognising that every child matters.

Monitoring, Assessment, Recording, Reporting and Accountability

- To ensure all students receive regular, effective feedback on their work which promotes learning.
- To be immediately responsible for learner tracking, recording and reporting.
- To work with the Individual Learning Department (SEN) where necessary eg to effectively use IEPs to match curriculum materials and approaches to meeting learner needs.
- To assess learners' work and use findings to inform future planning, teaching and subject development.
- To produce informative, helpful and accurate reports to parents.
- To plan lessons and keep an accurate record of learner progress.



Business Studies Teacher Job Description cont.

Knowledge and Understanding

- To have a thorough and up-to-date knowledge of all the national curriculum and examination courses.
- To keep up-to-date with research and development in pedagogy both within the subject and as a teacher/learner.

Professional Standards and Development

- You are expected to be a role model to learners through personal presentation and professional conduct.
- To be punctual to lessons and meetings.
- To support school policies.
- To strive for personal and professional development.
- To be involved in extra-curricular activities.
- To liaise effectively with parents and other stakeholders involved with education and welfare.
- To undertake any reasonable task requested by the Head of Subject or Director of Learning.
- To demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English.

Pastoral Duties

- Every subject teacher will be expected to be a tutor.

ECTs only

- To aim to pass the standards at the end of the induction period to maintain QTS.
- To take full advantage of the school's induction programme.
- To seek advice and guidance.
- To engage in reflective self-analysis of professional practice.
- To play an active part in the everyday life of the school.



Business Studies Teacher Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• DfES recognised Qualified Teacher Status• Graduate in a relevant subject	<ul style="list-style-type: none">• Further relevant qualifications• Strong professional development record relevant to the post
Experience	<ul style="list-style-type: none">• Successful teaching experience at secondary level• Contribution to effective curriculum planning• Teaching Business Studies at GCSE and A level in a secondary school	<ul style="list-style-type: none">• Successful and innovative curriculum planning• Fostering extra-curricular activities• Teaching an additional subject
Knowledge and Understanding	<ul style="list-style-type: none">• Knowledge and understanding of the National Curriculum requirements• The ability to recognise outstanding classroom practice• Competence in using student data to monitor and improve performance• Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students including SEN, EAL and high achievers• Understanding of how to differentiate learning activities• Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement• Confidence in using ICT to support teaching• Aware of current trends in teaching Business Studies• Knowledge of the role of, and understanding the importance of, being a form tutor	<ul style="list-style-type: none">• Removing barriers to learning

	Essential	Desirable
Professional Skills	<ul style="list-style-type: none"> • An excellent classroom practitioner • Evidence of delivering effective lessons which lead to at least 'good' progress • Good level of ICT skills • The ability to inspire, develop and motivate students and raise their aspirations through a range of strategies eg assessment for learning • Clear and effective communication in both writing and speaking • Ability to manage young people effectively • Excellent organisation and management of resources • Ability to set targets for students in order to raise achievement • Ability to form and maintain appropriate relationships and personal boundaries with young people • Ability to engage effectively with parents to support learning • Ability to converse at ease in accurate spoken English 	
Requirements	<ul style="list-style-type: none"> • A positive role model for students • Enthusiasm for and commitment to the achievement of the school's overall vision for success at all levels • Energy and drive • Commitment to contributing to school life as a whole and willingness to be involved with clubs and community projects • Ability to work as part of a team and to develop and maintain positive relationships with teaching and support staff • Willingness to seek further professional development • Share high expectations of achievement, teaching and behaviour • The ability to establish and maintain personal credibility amongst staff, students, parents and governors • A commitment to continual improvement and excellence • Ability to work effectively as part of a team • Solution focussed • Committed to safeguarding and promoting the welfare of children • Commitment to safeguarding and promoting the welfare of children • Commitment to anti-discriminatory practice • Follow confidentiality protocol • Enhanced DBS clearance with Children's Barred List 	<ul style="list-style-type: none"> • A healthy sense of perspective • Ambitious to further career



Essentials of Teaching the JOG Way

Area	Essentials	Tools
Behaviour and Engagement	<ol style="list-style-type: none">1. Lessons start with Meet, Greet, Stand and Seat2. Correct use of the behaviour system results in disruption free learning.3. Positive student choices and effort are rewarded4. Expectations of student talk (silent/discussion) are made explicit in all activities5. Active engagement of all students happens through Cold Call questioning6. Students produce high quality work, including presentation7. Lessons end with silent dismissal	<ul style="list-style-type: none">★ Meet, greet, stand and seat★ Thumbs up and down icons★ Class Charts★ Behaviour expectations flow chart★ Cold Call Questioning★ Routines for distributing books★ Organised resources★ Live marking and teacher circulation
Quality of Instruction	<ol style="list-style-type: none">1. A clear learning aim and related success criteria make the purpose of lessons explicit2. Lessons begin with a review of previous learning and links to prior learning are made explicit3. Explanations are highly effective.4. Student understanding is secure before learning moves on5. Exam literacy and skill are developed through frequent guided practice and application6. Students practise applying their learning to achieve mastery7. Independent application follows guided practice	<ul style="list-style-type: none">★ Low stakes quizzing with interleaving (5 current and 5 previous questions)★ BTEOTLYW ... learning aims★ The 3 Ps: past, present, purpose★ Knowledge Organisers★ Exam questions, learning trackers and PLCs★ Visualiser★ Flip chart and washing line★ T4W toolkit: NHTW grids, hands-on vocabulary activities, model answers, boxing up, shared writing text, mapping, mime, thinking grids/frames, 'talking the text' questions
Support and Challenge	<ol style="list-style-type: none">1. Teaching is pitched high in every lesson, providing challenge to the most able2. It is also adaptive to the differing needs of students as they emerge3. Learning is supported and scaffolded where needed4. SEN-friendly teaching strategies are employed5. All students produce work that demonstrates progress, at least at the standard expected for their prior attainment	<ul style="list-style-type: none">★ Class Charts notes and EHCPs showing student-specific strategies★ Alternative methods of recording available★ Coloured backgrounds for slides★ Sans serif text, at least size 18 on PPT, well-spaced★ Numbered or different coloured bullet points★ Writing frames



Essentials of Teaching the JOG Way

Area	Aspiration	Essentials
Modelling	<ol style="list-style-type: none">1. Models of excellent practice (demonstrations/written/drawn) are used to stretch and challenge students2. Models and success criteria (toolkits) are co-created with students3. Model answers/responses are deconstructed collaboratively4. Student work shows emulation of models ('magpied' phrases, successful use of toolkits)5. Modelling of expectations for verbal responses and discussion task are made explicit	<ul style="list-style-type: none">★ T4W toolkit: NHTW grids, hands-on vocabulary activities, model answers, boxing up, shared writing text, mapping, mime, thinking grids/frames, 'talking the text' questions★ Visualiser★ Flip-chart and washing line★ Knowledge organisers
Questioning	<ol style="list-style-type: none">1. Cold call questioning is used to engage all learners2. Questions are bounced around the room rather than back and forth between teacher and student3. Questions are used to diagnose gaps in understanding and/or misconceptions4. Higher-order questions are pre-planned to challenge5. Priority students* are regularly checked on through questioning	<ul style="list-style-type: none">★ Cold Call Questioning★ Think-pair-share★ Pose Pause Pounce Bounce★ Question stems★ Class Charts information*
Feedback	<ol style="list-style-type: none">1. Formative feedback is given throughout lessons2. Marking type and frequency matches school expectations3. Next Steps are clear, specific and actionable4. Students respond to Next Steps in order to fill gaps, embed and master learning (GEM)5. Student books show consistently high-quality work and presentation6. Students are able to articulate an understanding of what they need to do to make progress	<ul style="list-style-type: none">★ Red pen (teachers/TAs)★ Green pen (student RTM)★ Live marking (teacher and TA)★ Diagnostic marking grids★ GEM resources★ Presentation Essentials stickers★ Assessment literacy tools – mark schemes/success criteria /toolkits/models



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Our Town

The historic woollen town of Trowbridge is the County town of Wiltshire, and situated close to the edge of Salisbury Plain. Trowbridge is a socially diverse and rapidly growing town. With moderately priced housing, the town offers a range of High Street and independent shops, supermarkets, cafés, pubs and restaurants, as well as a weekly street market featuring local stalls and traders. Situated just 25 minutes by road from Bath, with good public transport links nationally, Trowbridge provides a great base from which to explore the region, including the world famous landmarks such as Stonehenge and Avebury as well as numerous National Trust and English Heritage sites.

Our School

As one of 3 secondary schools in Trowbridge, The John of Gaunt School is a fully comprehensive single Academy for students from the ages of 11 – 18, with approximately 1270 students on roll. We are a school for our community and strongly believe in collaboration. We actively promote this with our local primary schools through Collaborative Schools Ltd - a social enterprise incorporating all Trowbridge schools; and the West Wiltshire Alliance. Our strong partnerships with local primaries mean that most students join us already knowing the Business Studies of the school and key staff.



Our Leadership Structure

Our Headteacher is supported by the Strategic Leadership Team which comprises:

- 1 Deputy Headteacher
- 5 Assistant Headteachers
- 3 Associate members
- Finance and Business Manager
- HR Manager

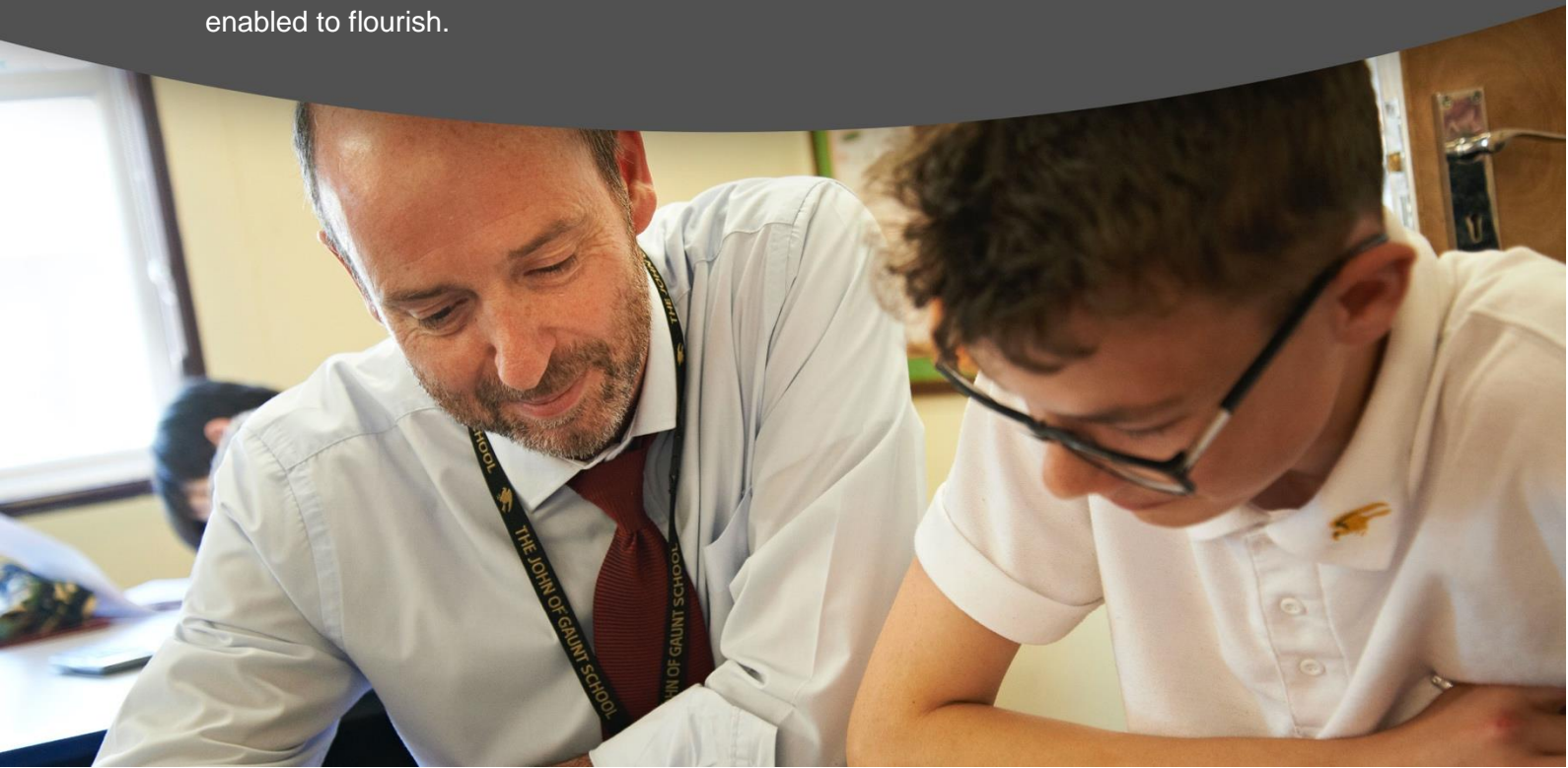
Our Students

We believe that every student deserves an engaging, inclusive and dynamic curriculum which prepares them for life in the 21st Century. Our curriculum is personalised and aims to meet the needs of all individuals, ensuring students are appropriately challenged.

We believe that high quality teaching is the core purpose of our school. Recruiting, developing and retaining the very best leaders and teachers is of the utmost importance to us. Our staff are hugely talented and dedicated to delivering high quality lessons, within a purposeful learning atmosphere.

We have high expectations and students expect to be challenged. We ensure that learning takes place in a calm and purposeful atmosphere. We know that learning is maximised when students play an active role in lessons and develop the independent skills required to become confident, lifelong learners. As a school we believe that effort leads to success and teachers seek to develop dedication and resilience in all students.

We believe that happy children who feel safe and well supported are more likely to succeed. We pride ourselves on how we know our students as unique individuals and how all are enabled to flourish.

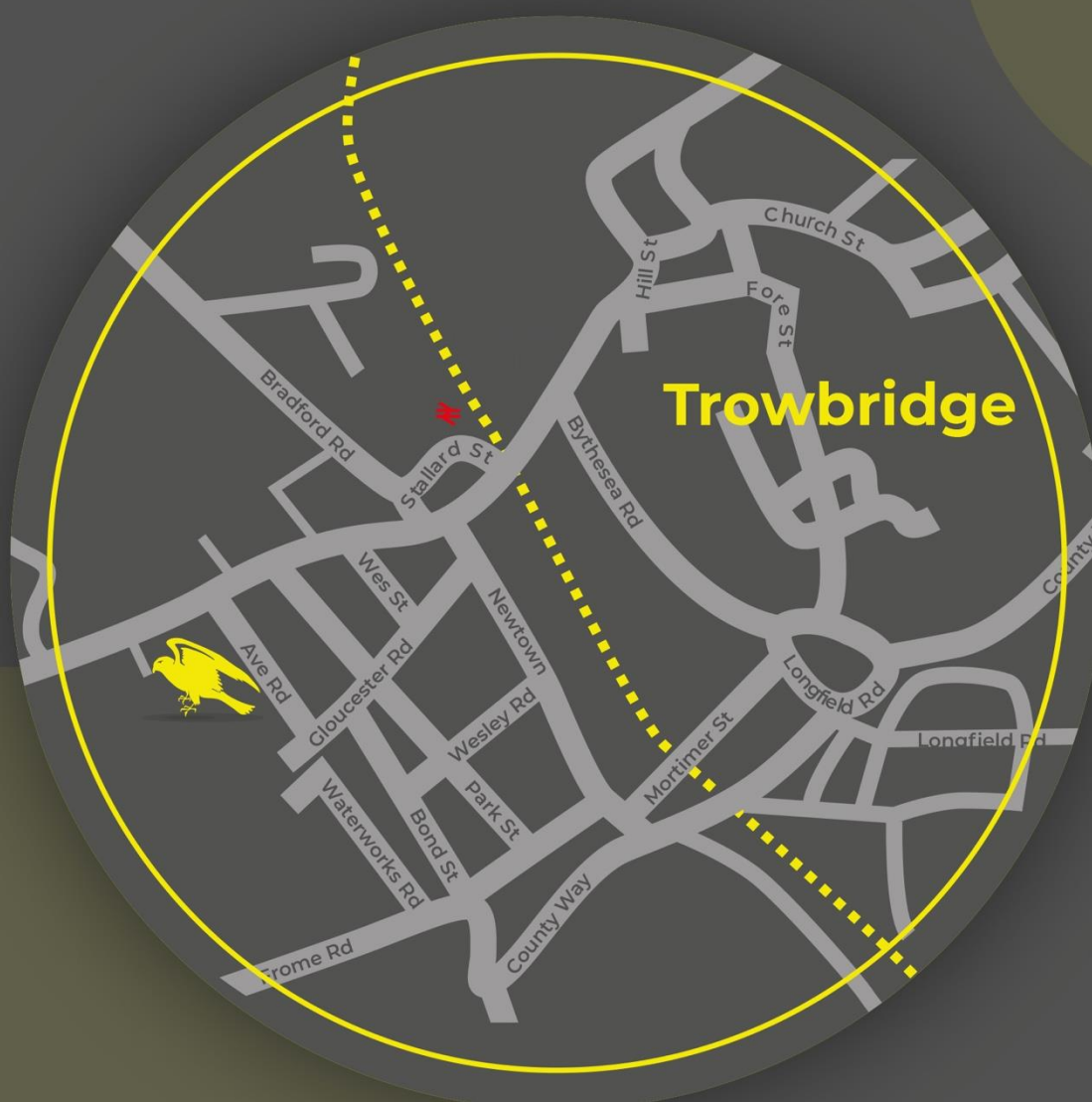




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