T**HE HOWARD PARTNERSHIP TRUST**

***‘Bringing out the Best’***

**OXTED SCHOOL**

**JOB PROFILE – Economics and Business**

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| **Job Title:** | Head of Economics & Business | | | |
| **Reporting to:** | Head of Social Sciences | | | |
| **Salary:** | MRP/UPR plus TLR 2b | | | |
| **Start date:** | 1 September 2021 | | | |
| **Job Purpose:** | To work with and assist the Head of Faculty on the key accountabilities below:   * To ensure that all staff within the department provide inspirational high-quality Teaching and Learning that supports students in making accelerated progress. * To provide inspirational leadership and develop a high performing team which delivers outstanding outcomes for students * To lead and promote activities that support the improvement priorities of the school * To consistently maintain and model the Teacher Standards | | | |
| **Key accountabilities** |  | | | |
| **Strategic Leadership** | **Teaching and Managing Student Learning** | **Assessment and Evaluation** | **Professional Development** | **Communication** |
| * To develop, promote and monitor whole school policies and procedures with specific responsibility for improving the quality of teaching and learning within the faculty * To audit and plan the curriculum provision and enrichment within the faculty * To identify areas for improvement within the faculty and contribute to whole-school self-evaluation and improvement planning * To set expectations and targets for staff and students in relation to student achievement and monitor progress towards these targets * To contribute to the appointment of staff to the faculty * To deploy teaching and support staff within the faculty. * To carry out Performance Management in line with whole school procedures * To manage a budget and oversee effective allocation of material resources within the faculty | * To ensure that teaching and learning within the faculty is of a consistently high standard and provides challenge and engagement * To create, review and update effective schemes of work for all key stages which support the highest quality teaching and enable progression for all students * To support the Head of Faculty observing and analysing classroom practice, offering targeted support when necessary in line with whole school Quality Assurance procedures * To develop students’ communication, literacy and numeracy skills * To keep abreast of new curriculum thinking (including KS2) and examination specifications * To promote the use of the VLE and extra-curricular opportunities to extend learning beyond the classroom * To manage student behaviour, sanctions and rewards within the faculty in line with school policy | * To establish and implement clear practices for assessing, recording and reporting on student progress in line with school policy * To lead the implementation of intervention strategies to ensure outstanding progress for all students | * To role model outstanding classroom practice * To inspire and motivate staff within the faculty and develop a cohesive team * To promote collaborative working within the faculty, with other subject areas and other THPT schools * To provide subject specific Professional Development opportunities which develop pedagogy and have impact in the classroom * To take responsibility for your own Professional Development through engagement in internal and external training. * To read widely, and keep abreast of national developments in education. | * To attend regular line management meetings with the Faculty line manager * To support the Head of Faculty in the organisation of meetings ensuring the focus is on the improvement of Teaching and Learning * To establish effective communication with parents / carers * To develop lines of communication between feeder schools and faculty staff to ensure continuity and progression. * To attend parent / information evenings in line with role |

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| **Subject Specific Information** |
| The Faculty of Social Sciences comprises of eight subjects: Business, Economics, Psychology, Sociology, Law, Travel & Tourism, Child Development and Health & Social Care. There are currently 6 full-time teachers plus 1 part-time teacher in the faculty. There is a common policy with regard to the organisation and presentation of work, standards of marking and homework. By working together, we hope to strengthen each subject, and enable students to appreciate the elements we have in common. There is, however, a significant degree of autonomy within each department, where the Head of Department works with the team to develop their own curriculum of intent in line with the overarching objectives of the school. The overriding focus of the faculty is one of developing a challenging curriculum that can be accessed by our students but does not only focus on developing a sound understanding of the curriculum content but also fosters the skills needed for the wider world and enhances the students employability. It is not unusual for A Level students to choose at least two of our subjects to study. At present Economics and Business have been operating as two separate departments, with the present Head of Faculty also being the Head of Business. With the departure of the long-standing Head of Economics we have taken the opportunity to combine both subjects into one department. Both departments are well stocked with resources and the recently refurbished classroom has an interactive whiteboard. A variety of software is available on the school IT network. In addition to the classroom there is an office for staff close by. The Economics department is a well-established department with a record of outstanding results. The incoming Head of Department will carry out the bulk of the Economics teaching. Business is a popular KS4/5 subject with students and we often have two classes for both Year 12 and Year 13 in both Economics and Business. Both subjects follow the AQA curriculum. At present our GCSE Business students following the OCR course but we are considering changing to AQA to provide continuity for our students that wish to progress after GCSE. Schemes of work have been successfully developed and delivered for many years. These are all available on the shared IT resources drive. And Teams. |

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| **Additional Information** |
| * Please see our website www.oxtedschool.org for more information about our school. * NQTs will have a reduced timetable * The majority of staff will be form tutors   For more information about The Howard Partnership Trust (www.thehowardpartnership.org) |

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**PERSON SPECIFICATION – HEAD OF SUBJECT**

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| **Qualifications & Training** | **Essential** | **Desirable** | **How assessed** |
| Qualified teacher status | ✓ |  | Application |
| Relevant specialist qualifications in your subject | ✓ |  | Application |
| Commitment to CPD and improving practice through reflection | ✓ |  | Application / Interview |
| Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism | ✓ |  | Application / Interview |
| Experience as a form tutor and / or pastoral work |  | ✓ | Application / Interview |
| **Skills and abilities** | **Essential** | **Desirable** | **How assessed** |
| To be able to teach lessons which consistently meet the Teacher Standards | ✓ |  | Application / Interview |
| Demonstrable experience of improving student outcomes | ✓ |  | Application / Interview |
| Experience of carrying out monitoring and evaluation of colleagues |  | ✓ | Application / Interview |
| Experience of leading CPD opportunities for colleagues |  | ✓ | Application / Interview |
| To use a variety of strategies to engage students and promote a stimulating learning environment | ✓ |  | Application / Interview |
| To lead a team, inspiring others and to promote faculty / department procedures | ✓ |  | Application / Interview |
| To be a confident user of IT as a teaching tool | ✓ |  | Application / Interview |
| To contribute to the wider life of the faculty / department and whole-school, supporting extra-curricular and intervention initiatives | ✓ |  | Application / Interview |
| **Personal Attributes** | **Essential** | **Desirable** | **How assessed** |
| Excellent communication skills with the ability to relate well to students and adults | ✓ |  | Application / Interview |
| Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress | ✓ |  | Application / Interview |
| Energy, enthusiasm, determination and an insistence on high standards | ✓ |  | Application / Interview |
| Be able to work under pressure, prioritise and manage time effectively | ✓ |  | Application / Interview |
| **Safeguarding** | | | |
| The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).  The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment | | | |