Bishop Justus CE School

www. bishopjustus.bromley.sch.uk

Application Pack

Lead Practitioner of Business

Required: 27th August 2024 (or sooner)

SUCCESS THROUGH FAITH LOVE AND LEARNING

Lead Practitioner of Business

To provide outstanding teaching and learning and leadership of Business to secure high attainment of students. To collaborate effectively with colleagues to design and deliver an engaging curriculum.

This is an exciting opportunity for an experienced teacher to join Bishop Justus, a large and dynamic Church of England community school in the busy suburb of Bromley. The position is being offered on the Outer London Leadership pay scale.

Our school vision and ethos are at the centre of what we do, we care about and educate the whole child, combining excellent education with a firm and moral grounding so our learners can give back to their communities.

Our ideal candidate will:

- Be an excellent Teacher of Business (experience of Economics desirable);
- Be confident teaching their subject at key stages 4 & 5;
- Have a love of the subject and desire and ability to convey this to students;
- Be enthusiastic, energetic and open to innovation;
- Possess effective communication skills and be emotionally intelligent;
- Possess effective ICT skills and be open to new uses of technology in the workplace;
- Be committed to extra-curricular activities including lunch time activities;
- Be committed to continuing professional learning;
- Have integrity, optimism and a good sense of humour;
- Hold a good honours degree along with qualified teacher status.

In return, we offer:

- A happy community committed to the professional development of all colleagues;
- A distinctive local context ensuring we place inclusivity at the heart of all we do;
- A skilled and experienced team of teachers and other professionals;
- A motivated leadership team leading rapid improvement to the students' life chances;
- A school in which the students are enthusiastic, engaging and thoughtful.

We would be pleased to welcome you for an informal visit prior to application.

We are committed to safeguarding the young people in our care and we expect all our staff to share this commitment. The successful applicant will be required to undergo an enhanced DBS check.

As an employee of the Aquinas Church of England Education Trust you are required to have regard to the character of the Trust and its foundation and to undertake not to do anything in any way contrary to the interests of the foundation.

THE APPLICATION PROCESS AND TIMETABLE

CLOSING DATE

You are invited to submit an application form, available with this pack, along with a personal statement outlining your suitability for the role against the person specification and job description.

- **Closing date for applications: 12th May 2024**

We reserve the right to withdraw a Vacancy advert, should we find a suitable candidate

SHORT LISTING

The candidates selected for interview will be informed after short listing and full details of the interview programme will be provided. If you have not heard anything from us after the interview date below, please assume your application has not been successful.

INTERVIEWS

Candidates will be invited for interview.

- **Interviews: W/C 12th May 2024**

APPOINTMENT

All candidates will be contacted following interview.

- **Appointment to commence: 27th August 2024 (or sooner)**

APPLYING

Please send your application, outlining your suitability for the role against the enclosed person specification and job description, by email to **recruitment@bishopjustus.bromley.sch.uk**

Please note a signed copy of your application form will be required prior to interview.

Shortlisted candidates will be asked to bring appropriate identification with them to interview. For the purpose of DBS clearance, only copies of the successful applicant's identification will be retained.

All candidates should provide two references. Permission should be sought prior to including any referee on your application form. Shortlisted candidates will have their references taken-up before any interview.

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JOB DESCRIPTION

DETAILS

Job Title:	**Lead Practitioner of Business**
Grade:	**Leadership Point 12-18 + *Recruitment and retention allowance £2.5k***
Hours:	**Full Time**
Accountable to:	**Headteacher**

THE ROLE

To provide outstanding teaching and learning and leadership of Business to secure high attainment of students. To collaborate effectively with colleagues to design and deliver an engaging curriculum.

This is an exciting opportunity to join Bishop Justus, a large and dynamic Church of England community school in the busy suburb of Bromley. Our school vision and ethos are at the centre of what we do, we care about and educate the whole child, combining excellent education with a firm and moral grounding so our learners can give back to their communities.

We are seeking to recruit an experienced, outstanding practitioner that shares our passion and vision to ensure all learner flourish. This is an exciting opportunity to shape and develop our teaching and learning, as we embark on a journey of school improvement. You will work alongside the Headteacher and senior leadership team to drive the 'what' 'how' and 'why' of excellent teaching and learning in the school (and Trust) by leading whole school initiatives as well as mentoring and coaching middle leaders or selected others. We are committed to our students' success in faith, love and learning and welcome those who have the same passion about young people to apply.

The job itself:

To support the development of teaching and learning across the whole school, with specific responsibility for modelling and coaching excellent teaching within the Business Faculty teaching.

This will secure:

- High quality teaching and learning
- Excellent outcomes for pupils through excellent provisions
- High quality continuous professional development for the teaching staff

In addition to the responsibility of classroom teacher key accountability for the Lead Practitioner include:

Teaching and Learning:

- Ensuring that statutory requirements of the national curriculum are met.
- Ensuring that all examination criteria are met.
- Ensuring that programmes of study which match provision to student needs are planned, implemented, reviewed and revised.
- Promoting highest quality of learning and teaching.
- Quality assuring the teaching and learning across the whole school
- Designing and delivering teaching and learning strategies to raise standards
- Ensuring standards of literacy are monitored and supported throughout the school.

Student Achievement:

- Allocating students to teaching groups, monitoring students' progress especially via regular assessment and taking such action which may be necessary.
- Planning appropriate intervention strategies for students to raise achievement.
- Promoting highest attainments in public examinations.
- Analysing assessments and examination results, comparing them with school norms, benchmark norms and national statistics.

Staff Effectiveness:

- Appraising staff performance.
- Advising as to priorities for continuous professional development ensuring members of staff keep abreast of recent developments in the subject.
- Promoting the training of current, trainee and beginner teachers.
- Providing creative and visionary leadership to build an effective teaching and learning team.

Policy and Planning:

- Working to a Department and School Improvement Plan which takes account of the school's plans and priorities.
- Dealing effectively with all routine departmental organisation and administrative matters.
- Ensuring that departmental records and handbook are properly kept and updated when necessary.
- Liaising and working collaboratively with other area heads and with external agents.
- Working productively and co-operatively with the line manager.

Finance and Resources:

- Managing departmental capitation in line with the Faculty plan and good value for money.
- Deploying resources effectively and equitably.
- Ensuring that the working environment is safe, suitable, attractive and well cared for.

ROLE OF THE FORM TUTOR

- Monitor absences, lateness and uniform and maintain accurate details of attendance in accordance with school policy.
- Monitor student planners on a regular basis.
- Ensure that tutorial programmes are planned, recorded and are in accordance with the programme of study provided by the Learning Director.
- Complete individual reports for parents and maintain regular contact.
- Promote students' achievements using praise and rewards effectively in line with school policy.
- Maintain effective communication with students and their parents, and with subject teachers, Learning Directors, Assistant Head, and senior staff as necessary.
- Assist Learning Directors and Assistant Head in the organization of year activities and events.
- Ensure that students new to the school are properly inducted.

APPRAISAL AND PROFESSIONAL DEVELOPMENT

The teacher will be part of the school's appraisal scheme. S/he will have a Performance Manager who will set agreed targets for the year. The Performance Manager will monitor and review performance, including classroom teaching. The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

At Bishop Justus School staff are expected to work in line with the school's Ethos.

Responsibilities are likely to change over time and you will be expected to perform duties of a similar nature such as the Headteacher may reasonably require.

PERSON SPECIFICATION

LEAD PRACTITIONER OF BUSINESS

[a] TRAINING AND QUALIFICATIONS	Essential or Desirable
Qualified Teacher Status	E
Degree or equivalent	E
Commitment to professional learning activities	E

[b] LEADERSHIP COMPETENCIES	Essential or Desirable
Have high expectations of themselves and their students	E
Hold positive values and attitudes, and adopt high standards of behaviour in their professional role	E
Have commitment to ensure every student achieves their full educational potential	E
Use student data to inform progress and attainment	E
Have a commitment to progress and enthusiasm for learning	E
Have diligence, drive and focus to boost standards	E
Have high quality organisational and communication skills	E
Have a commitment to collaboration and co-operative working	E
Demonstrate exemplary professional and personal standards in all their actions	E
Be able to establish fair, respectful, trusting, supportive and constructive relationships with students	E
Have the ability to inform, advise and guide students to ensure progression	E
Know how to make effective personalised provision for those they teach, including those who have SEN, disabilities, or English as an additional language	E

[c] EXPERIENCE OF TEACHING	Essential or Desirable
In a secondary school	D
As a highly effective practitioner	E

[d] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential or Desirable
Excellent, secure knowledge of their subject and related pedagogy	E
Good, up-to-date working knowledge of a range of teaching, learning and behaviour management strategies	E
Skills in literacy, numeracy and ICT to support their teaching and wider professional activities	E
A range of approaches to assessment, including the importance of formative assessment	E

Assessment requirements and arrangements for the subjects they teach, including public exams and qualifications	D
How to make effective personalised provision for those they teach	E
Up-to-date safeguarding procedures, and the ability to identify and support students as	D

[e] PERSONAL AND PROFESSIONAL QUALITIES AND ATTRIBUTES	Essential or Desirable
Inspire, challenge and motivate colleagues and students towards a shared vision	E
Teach challenging and well organised lessons across the age and ability range	E
Promote and maintain effective relationships	D
Prioritise, plan and organise self and others	E
Think creatively in order to anticipate and solve problems	D
Listen to and reflect positively on feedback	D
Demonstrate an ability to communicate to a range of audiences	D
Willing to be flexible to meet the needs of the college	E
Lead assemblies or collective worship	D

[f] CONFIDENTIAL REFERENCES AND REPORTS	Essential or Desirable
A positive recommendation from current Headteacher or employer	E
A supportive reference from one other source	E
Enhanced DBS check undertaken and acceptable to the Headteacher	E

Benefits of Working with Aquinas

LEASE AN ELECTRIC VEHICLE…

We have joined the Octopus Energy Scheme to give you the option of leasing an electric vehicle. Provided by Octopus, the 'Electric Vehicle Salary Sacrifice scheme' is intended to help colleagues lease an electric car. Available to eligible staff.

TREATING YOU AS A PROFESSIONAL...

Aquinas is committed to national and local agreements affecting employment as contained in the Burgundy Book (Conditions of Service) for teachers and Green Book (National Joint Council) for associate colleagues unless superseded by statute or revised editions, or by local provisions. This includes salary scales; period of notice and end of contract; maternity, paternity and adoption leave; leave of absence; and annual leave.

HELPING YOU STAY RELAXED...

Working with us gives you discounted access to a range of leisure activities. CSSC is an exclusive membership for public sector employees. For less than £5 a month, families and individuals can save much more on a range of pursuits including…

- Free entry to English Heritage sites for you and your family;
- Discounts on cinema tickets including all top chains;
- Discounted days out, trips and theme parks;
- Subsidised sports training and entry into select events;
- Free health and wellbeing portal for courses, classes & content;
- Savings with online and high street retailers, on local and national gym memberships, restaurants and more.

LOOKING AFTER YOUR WELL-BEING…

We believe well-supported, valued colleagues with a clear and shared purpose are best placed to provide for the emotional well-being of children in their care. Provided by Health Assured, our 'Employee Assistance Programme' is intended to help colleagues deal with personal problems that might adversely impact work performance, health and well-being. Typically support may include assessment, counselling and referral for individuals or their family.