



# SUBJECT LEADER OF ECONOMICS

## EGGLESCLIFFE SCHOOL & SIXTH FORM COLLEGE APPLICATION PACK



## CONTENTS

<b>WELCOME LETTER FROM THE HEAD OF SCHOOL .....</b>	<b>3</b>
<b>EGGLESCLIFFE SHOOOL &amp; SIXTH FORM VISION &amp; ETHOS .....</b>	<b>4</b>
<b>VACANCY.....</b>	<b>5</b>
<b>JOB DESCRIPTION.....</b>	<b>7</b>
<b>PERSON SPECIFICATION.....</b>	<b>11</b>
<b>HOW TO APPLY.....</b>	<b>14</b>
<b>EMPLOYEE BENEFITS.....</b>	<b>15</b>
<b>Corporate Benefits.....</b>	<b>16</b>
<b>Policies and Procedures .....</b>	<b>17</b>



## WELCOME LETTER FROM THE HEAD OF SCHOOL

Dear Applicant

Thank you for showing interest in the position of Subject Leader of Economics at Egglescliffe School and Sixth form College.

I am immensely proud to be Head of School at Egglescliffe, an inclusive school that passionately believes in championing all students from Year 7 to Year 13 to 'Be the best you can be'. Our high expectations, strong pastoral care, excellent teaching and learning, exemplary wider opportunities and innovative curriculum provides a truly outstanding education for our students. Our results in the summer 2023 exemplify this;  $\frac{1}{4}$  of all A Level results were A/ A\* and we achieved our highest percentage of students achieving a pass in English and Maths (89%). We place great emphasis on relationships; positive, respectful relationships between staff, students, parents/carers and governors underpins our success. We are proud to have been recognised, once again, as the number 1 school and sixth form in Teesside by the Sunday Times Parent Power League in 2023.

We seek to appoint an inspirational Economics teacher and leader who will support our students and continue to deliver our ethos of exceptionally high academic standards within a very caring and supportive school community. Our focus is on achieving excellence in all that we do to support outstanding academic and personal outcomes for all our students. This is evident in the way our community of students, parents/carers, staff and governors all work together to provide an engaging learning environment so that each student thrives, achieves their full potential and embraces the wonderful opportunities on offer.

If you feel this school, after reading the applicant pack, matches your own beliefs and values then we would be delighted to hear from you.

We look forward to hearing from you.

Yours Faithfully

Neil Gittins

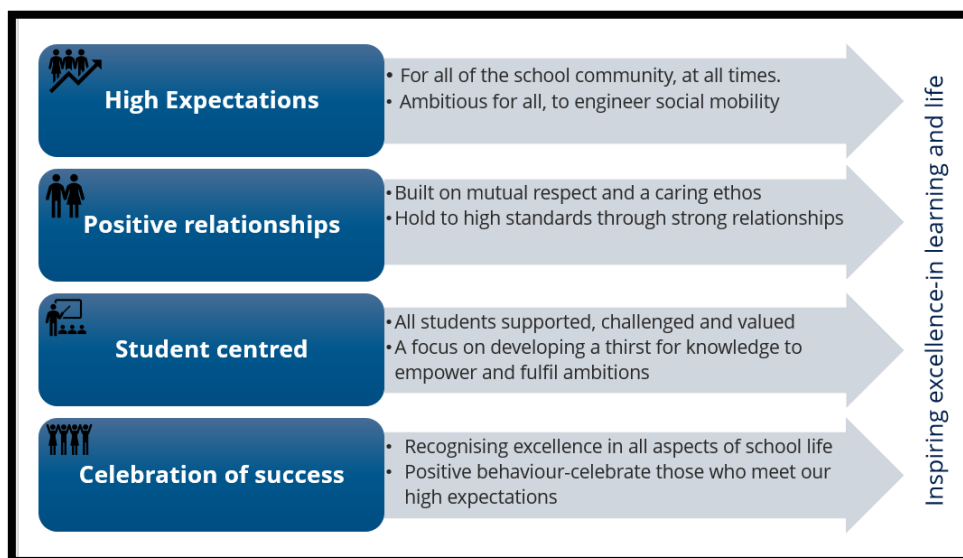
Head of School

## EGGLESCLIFFE SCHOOL & SIXTH FORM VISION & ETHOS

We believe that Egglescliffe School provides an exceptional educational experience through high academic standards, a supportive pastoral ethos and a wealth of enrichment opportunities which develops the whole person.

At Egglescliffe we are committed to giving every student the opportunity to achieve their full potential to become confident, self-assured learners. Whilst our academic results are some of the best in the area we also strive to develop essential life skills amongst our students so they are equipped to participate fully and contribute positively to life as active citizens in a modern democratic society. We encourage our students to understand and appreciate the viewpoints of others with moral and ethical issues, promoting tolerance of those with different faiths and beliefs. We help the students develop an understanding of the diverse society in which they live and help them appreciate that everyone is an individual in their own right. Students are encouraged to debate and discuss topical and sometime controversial issues which include human rights and responsibilities within both a national and global context. Students are made aware throughout their education at Egglescliffe School of the importance of individual liberty as well as an understanding of the role of law and justice in modern society. We firmly believe in the importance of educating our students to understand the importance of qualities such as honesty, reliability, respect, reflection and resilience.

We aim to develop lively, enquiring minds, encouraging our students to have a thirst for learning. We work closely with our students, building their self-confidence so they can become more independent in their learning. This enables our students to view education as a lifelong process. In addition to this, students are supported and guided through the key transition points of their education to ensure they make the right choices for their future. For many parents, the positive and pro-active pastoral care that the students experience every day is the main reason for choosing Egglescliffe School.



## VACANCY

### **Subject Leader of Economics**

**Salary: MPS/UPS plus TLR 3 £1500**

**Full time or Part time (0.6), Permanent**

**Required for September 2024**

Egglescliffe is a highly successful and oversubscribed mixed comprehensive 11 – 18 school. It was judged to be outstanding in February 2024. Our visitors comment on the extremely positive learning atmosphere at the school and the focus on every student achieving and exceeding their potential. We are part of a dynamic and supportive MAT, the Vision Academy Learning Trust, which was established in 2016 and currently consists of three secondary schools and five primary schools.

We seek to appoint an outstanding leader and classroom practitioner who has high aspirations and the enthusiasm, energy and commitment to lead Economics as we move to the next stage in our development and achieve even greater success. We strive to develop the very best practice in teaching and learning and create inspirational learning experiences for all of our students. The successful candidate would, likewise, be committed to the development of themselves and others within the economics department. This is an exciting opportunity for someone with the passion and enthusiasm to lead the development of our innovative and exciting economics curriculum. Economics is taught at KS5 only and numbers are high in both Year 12 and 13. There is currently one class in each year group. The department has a successful track record of students progressing to Oxbridge and Russell Group universities.

The successful candidate would be the only person teaching the subject but would work alongside other subject leaders within the social sciences to share best practice. This position is available on a full-time basis, which would include some teaching of GCSE/A-level Business as well as Economics or on a part time basis (0.6 FTE as a minimum) primarily teaching A-level Economics.

#### **At Egglescliffe School and Sixth form, we have:**

- A positive and caring ethos for staff and students.
- Exceptional support for senior and middle leaders, teachers and support staff.
- Strong relationships built upon mutual respect.
- Polite, respectful and friendly students who are eager to learn and achieve.
- A committed, enthusiastic and supportive staff team.
- Excellent support from the Governing Body, the staff and parents/carers.
- Opportunities for career development.

#### **Our Economics Department is:**

- Highly successful, with students making above national average progress at A-level
- Committed to sustaining and improving results



- A collaborative and supportive department-working alongside other single person departments in the sixth form
- Innovative, creative and student centred
- Following AQA at A-level

**The successful candidate must:**

- An outstanding teacher
- Be an enthusiastic and committed teacher and leader with vision, drive and commitment
- Have a passion for developing student engagement and educational progress
- Have an innovative approach to teaching and learning and model excellence in the classroom
- Be proficient in planning, assessment and target setting so that all children make good or better progress
- Have an ability to inspire and support all students to achieve their full potential
- Be someone with outstanding subject knowledge to lead and develop the curriculum and work collaboratively with other subject leaders
- Have an ability to raise attainment at KS5, having a measurable impact at both an individual and departmental level
- Be able to lead the monitoring and evaluation of quality teaching and standards.
- Have an ability to develop innovation in teaching and learning, motivating and inspiring both colleagues and students through outstanding teaching.
- Able to motivate and inspire students to achieve their full potential
- Hold a relevant teaching qualification and QTS

Egglescliffe School can offer you a professional challenge and a rewarding opportunity, working with a collaborative school that is passionate about the progress and development of every student.

For further information about the role and to download an application form, please visit [www.egglescliffe.org.uk](http://www.egglescliffe.org.uk) and send your completed application with a covering letter to: Mr N Gittins, Head of School, Egglescliffe School, Urlay Nook Road, Egglescliffe, Stockton on Tees. TS16 0LA or email: [vacancies@egglescliffe.org.uk](mailto:vacancies@egglescliffe.org.uk)

**Closing date: Thursday 8<sup>th</sup> May 2024 at 09.00am**

**Interviews will be held: Week commencing Monday 13<sup>th</sup> May 2024**

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Safer recruitment practice and pre- employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced Disclosure and Barring Service (DBS) check.

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Subject Leader of Economics</b>
<b>Location:</b>	<b>Egglescliffe School and Sixth Form College</b>
<b>Salary Range:</b>	<b>MPS/UPS and TLR3 £1500</b>
<b>Reports To:</b>	<b>Head of School</b>
<b>Job Purpose</b>	
<p>To establish and promote the department as a beacon of excellence and good practice within the school through the provision of consistent high-quality teaching and learning, continuous positive academic progress and outcomes and the effective use and management of all the department's resources.</p> <p>To support the raising of standards of student attainment, achievement and progress within Economics. As the Curriculum Lead you will be responsible for leading, developing and quality assuring this area to ensure high quality and consistent provision.</p> <p>To establish a clear, shared understanding of the importance of high-quality teaching that engages students and enables them to achieve their full potential. You will be accountable for the standards in the subject area and responsible for the provision for an appropriately broad, balanced, relevant and differentiated curriculum within the subject, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher of the school.</p> <p>Promote and act within the school policies within the department and lead and manage the department's staff.</p>	

## Main Responsibilities and Duties

Reporting to the Head of School, the Subject leader of Economics will be accountable for leading, managing and developing the curriculum to ensure high quality and consistent delivery of curriculum that leads to strong and positive academic progress of all students.

## Operational

- To raise standards so that students of all abilities achieve their full potential.
- To achieve positive pupil outcomes.
- To lead the implementation and development of appropriate syllabi, resources, schemes of work, marking policies, assessment and teaching and learning strategies within the subject.
- The day-to-day leadership and management of the Department.
- To lead the Teaching and Learning within the department so that all provision is consistently high quality.
- To actively monitor and follow up pupil progress and achievement.

- To formulate the vision for the Department that is coherent and relevant to the needs and development of the students and which support the aims, objectives, targets and strategic plans of the school.
- To formulate and monitor progress of the Department's Improvement Plan.
- To lead the strategic development of the Department.
- To implement School Policies and Procedures e.g. Equal Opportunities and Health & Safety.

## Curriculum Provision / Development

- To ensure the delivery of an appropriate comprehensive, high-quality and cost effective curriculum programme that complements the school's objectives.
- To lead and support curriculum development within the whole Department.
- To keep up to date with national developments in the subject, teaching practices and methodology.
- To actively monitor and respond to curriculum developments and initiatives at national, regional and local levels.
- To maintain accreditation with the relevant examination, validating and awarding bodies

## Staffing

- To promote teamwork and motivate staff to ensure effective working relations.
- To work with the SLT Link to ensure that staff development/CPD needs are identified and that appropriate programmes are designed to meet such needs.
- To contribute to the Appraisal Review cycle and act as Team Leader for designated staff.
- To ensure the effective, efficient deployment of support staff within the designated areas of the subject.
- To work with SLT to plan the most appropriate deployment of staffing to teaching groups.
- To participate in the school's ITT programme as appropriate.

## Quality Assurance

- To monitor and evaluate the work of the Department and ensure the effective operation of quality control systems to improve the quality of teaching and learning.
- To set targets within the Department and to work towards their achievement.
- To establish common standards of practice within the Department and develop the effectiveness of teaching and learning styles in all relevant curriculum areas within the Department.
- To contribute to the school procedures for lesson observation.
- To implement school quality procedures and to ensure adherence to those within the Department.
- To lead in the monitoring and evaluation of the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required within the relevant curriculum area.



## Management Information

- To ensure the maintenance of accurate and up-to-date information concerning the relevant curriculum area are published on the school website.
- To analyse and evaluate pupil and school performance data.
- To produce reports within the quality assurance cycle.
- To produce reports on examination performance, including analysis and areas for further improvement.
- To contribute to the school self-evaluation.
- To identify exam entries within the Department.

## Communications

- To ensure that all members of the department/curriculum area are familiar with its vision.
- To ensure effective communication as appropriate with the parents / carers of students, including rewards and sanctions.
- To liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies.

## Marketing and Liaison

- To contribute to the development of effective subject links with partner schools, primary schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at open days/evenings and other events.
- To actively promote the positive work of the department through newsletters, displays, website and school events.
- To promote actively the development of effective subject links with external agencies.
- To raise the profile of the work of the faculty both within and external to the school.

## Management of Resources

- To identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other departments to ensure a sharing and effective usage of resources to the benefit of the school and the students.
- To keep accurate stock records and manage the departmental budget to bring about the most effective use of resources.

## Guidance

- To monitor and support the overall progress and development of students within the curriculum area.
- To help to monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To implement the Behaviour Management system in the Department so that effective learning can take place.
- To support CEIAG through relevant and appropriate links to careers and training opportunities.

## Teaching

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

## Additional Duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example

## Other Specific Duties

- To promote actively the school's and Trust policies.
- To continue personal development as agreed.
- To positively contribute to the ethos of the school and display Pride in belonging to the Egglescliffe School and Sixth Form College Community.
- To undertake any other duty as specified by STPCB not mentioned above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a senior leader to undertake work of a similar level that is not specified in this role description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

## PERSON SPECIFICATION

### [A] Qualifications

	Essential	Desirable	Assessed
Qualified teacher status	Yes		A
Relevant Degree	Yes		A
NPQML / Masters degree or equivalent		Yes	A

### [B] Professional Development

	Essential	Desirable	Assessed
Evidence of appropriate professional development for the role of Subject Leader / Middle Leader		Yes	A
Up to date safeguarding training and knowledge of legislation for the protection of young people	Yes		A

### [C] School leadership and management experience

	Essential	Desirable	Assessed
Be able to demonstrate successful / effective leadership in a subject or improvement project	Yes		L/I/R
To have taken an active involvement in departmental improvement planning	Yes		L/I/R
To have implemented and developed a successful leadership initiative	Yes		L/I/R
To have had experience of and ability to contribute to staff development (E.g., coaching, mentoring, INSET for staff)		Yes	L/I/R
Experience of working effectively within a staff team	Yes		L/I/R
Work positively with parents / carers	Yes		L/I/R

### [D] Experience and knowledge of teaching

	Essential	Desirable	Assessed
Experience or understanding of what makes high quality teaching and learning in your subject and how to improve teaching and learning in your subject	Yes		L/I/R
Experience of teaching at Key Stage 5		Yes	
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses in the department	Yes		L/I/R
Proven personal excellence in teaching students and meeting individual needs of all pupils	Yes		L/I/R

## [E] Professional Attributes

	Essential	Desirable	Assessed
Demonstrate an awareness of the needs of the pupils at Egglescliffe School and Sixth Form College School and how these could be met.	Yes		L/I/R
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom and intervention practice.	Yes		L/I/R
Excellent written and verbal communication skills (which will be assessed at all stages of the process).	Yes		L/I/R
Show a good commitment to sustained attendance at work	Yes		L/I/R
Ability to develop the vision of the department and to articulate it to the department	Yes		L/I/R

## [F] Qualities

	Essential	Desirable	Assessed
Hold and articulate clear values and moral purpose focused on providing a world-class education for the pupils at Egglescliffe School and Sixth Form College School	Yes		L/I/R
Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, towards parents, governors and members of the local community.	Yes		L/I/R
Lead by example – with integrity, creativity, resilience, and clarity.	Yes		L/I/R
Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.	Yes		L/I/R

## [G] Safeguarding

	Essential	Desirable	Assessed
Displays commitment to the protection and safeguarding of children and young people	Yes		L/I/R
The ability to form and maintain appropriate relationships and personal boundaries with young people	Yes		L/I/R
Will co-operate and work with relevant agencies to protect young people	Yes		L/I/R

## Special Notes or Conditions

The following letters under the source column indicate where candidates will be able to demonstrate the particular aspect of the person specification.

A = within the application form

L = Letter of no more than 2 sides of A4 to support the application

I = within the interview process

R = within the reference

## Application Form and Letter

The appropriate application form should be fully completed and legible and ideally typed. The letter should be clear, concise and related to the specifics of the post.

## Confidential References and Reports

Two referees should be nominated, including one from your current/most recent employer (which must be from the Headteacher in your current education setting).

The applicant will be required to safeguard and promote the welfare of children and young people

Note: Candidates failing to meet any of the essential criteria will automatically be excluded from the shortlisting process



## HOW TO APPLY

Application forms and further details are available on the school's website –

[www.egglescliffe.org.uk](http://www.egglescliffe.org.uk) or visit [Work for us \(valt.org.uk\)](http://Work for us (valt.org.uk))

Please email your completed application form and a 1500 word covering letter to Mr N Gittins, Head of School, Egglescliffe School, Urray Nook Road, Eaglescliffe, Stockton on Tees. TS16 0LA or email: [vacancies@egglescliffe.org.uk](mailto:vacancies@egglescliffe.org.uk)

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

### Visits to the Trust and Schools

Candidates who wish to visit the school prior to completing their application should contact [t.probert@egglescliffe.org.uk](mailto:t.probert@egglescliffe.org.uk) to arrange a convenient time.

### Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

### Person Specification

Sets out the criteria to be used for the shortlisting process.

**Closing date: Thursday 9<sup>th</sup> May 2024 at 09:00am**

**Interview Date: Week commencing Monday 13<sup>th</sup> May 2024**

## EMPLOYEE BENEFITS

### Wellbeing



Provided by Westfield Health & Wellbeing – the programme provides counselling support to all staff in the following areas:

- Free and confidential support
- Emotional, financial and legal guidance
- Up to 6 sessions of structured counselling, if recommended
- Advice on Family issues
- Medical Information
- Housing Concerns
- Stress & Anxiety
- Tax Information
- Bereavement

### Pensions

All eligible staff automatically join either The Teachers' Pension Scheme or the Local Government Pension Scheme upon the start of their employment.



As members of these schemes, employees have access to the full range of membership benefits including a Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme.

### Cycle to work



We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through [www. greencommuteinitiative.uk](http://www.greencommuteinitiative.uk) which enables staff to access a new bike and bike equipment.

## Work Life Balance



We provide a generous Annual Leave entitlement for Support Staff of 26 days leave, rising to 31 days leave following 5 years service, in addition to statutory bank holidays.

As we are supportive of flexible working we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work live balance.

## Professional Development



As we believe in supporting and developing our staff we offer extensive career development opportunities and actively seek to develop and promote staff where possible.

## Corporate Benefits

We currently offer a range of benefits to staff including the following:

- Corporate membership to;
  - Escape Zone at Sporting Lodge - £30 a month (instead of £35)
  - £150 – 6 months
  - £300 – 12 months
  - Bannatynes – discounted price available on request at individual gyms
- Childcare vouchers (as Child Care voucher schemes were closed to new entrants by the Government in 2018, this is for existing members only)



- <https://www.discountsforteachers.co.uk/>
  - Free to join and offers a range of discounts on everything from groceries to shopping, to days out for yourself or families
- <https://www.teacherperks.co.uk/perks>
  - Free to join – discounts on shopping, groceries, days out
  - Also includes some free lesson plans

## Policies and Procedures

Vision Academy Learning Trust is an ethical employer, supported by the following robust employment policies and procedures:



- Recruitment and retention
- Flexible Working Policy
- Sickness absence policy
- Special leave policy
- Shared parental leave policy
- Health and safety policy
- Ongoing individual risk assessments where required
- Working time directive – monitoring of hours worked by individuals

ES & 6<sup>TH</sup>  
FORM

Urlay Nook Road

Eaglescliffe

TS16 0LA

01642 352570