SPARK EDUCATION TRUST

ES & 6TH FORM
EGGLESCLIFFE SCHOOL AND SIXTH FORM

Teacher of Business & Enterprise

Candidate Information Pack

Closing Date: 12.00pm, Monday 20th April 2026

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Welcome from the CEO

Dear Applicant,

I am immensely proud to be Chief Executive of Spark Education Trust. We are a recently merged Trust comprising 4 secondary and 11 primary schools located across the Tees Valley and we provide opportunities for children and young people to reach their full potential, whatever their starting point. We know that this is best achieved in encouraging environments where mutual and self-respect is promoted. We want to grow confident young people able to work independently and think creatively in a fast-changing world.

We have high expectations for everyone, aspiring to excellence in teaching and achieving impressive standards is all areas of school life. Success beyond the classroom in sport and the arts are features of life across our Trust.

For our staff we provide positive working environments, a commitment to the highest quality professional development, opportunities to collaborate to create excellence and encouragement to forge career success.

Trustees, governors and leaders collaborate closely to ensure excellence in all aspects of Spark Education Trust. Our core values are mutual respect, hearty collaboration and courageous ambition and these drive our work ensuring that Spark schools are wonderful places to work.

Louise Spellman

Welcome from the Head of School

Dear Applicant,

Thank you for showing interest in the position of Teacher of Business & Enterprise at Egglescliffe School and Sixth form College.

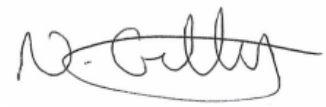
I am immensely proud to be Head of School at Egglescliffe, an inclusive school that passionately believes in championing all students from Year 7 to Year 13 to 'Be the best you can be'. Our high expectations, strong pastoral care, excellent teaching and learning, exemplary wider opportunities and innovative curriculum provides a truly outstanding education for our students. Our results in the summer 2025 exemplify this; ¼ of all A Level results were A/ A* and we achieved a very high percentage of students achieving a standard pass in English and Maths (over 80%). 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 2026.

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

Teacher of Business & Enterprise

Job Title: Teacher of Business & Enterprise
Location: Egglescliffe School and Sixth Form (Eaglescliffe)
Start Date: 1st September 2026
Actual Salary: £32,916 to £51,048 (MPS1 to UPS3)
Hours of Work: 1 FTE
Contract Type: Permanent
Closing Date: 12.00pm, Monday 20th April 2026
Interviews: w/c 27th April 2026

About the Role
This is a key appointment within our school and an exciting opportunity to join a highly successful and popular subject area. Business is a thriving department, offering GCSE and A Level Business alongside vocational Enterprise courses, and is extremely well-subscribed, with up to 160 students at Key Stage 4 and around 50 students at A Level. Experience of teaching across both academic and vocational pathways and/or both key stages would be advantageous; however, we would also welcome applications from candidates who demonstrate a clear willingness and enthusiasm to develop their practice across these areas.

About Us
We are a recently merged Trust, Spark Education Trust which currently consists of 11 Primary Schools and 4 Secondary Schools. The Spark Education Trust can offer you a professional challenge and a rewarding opportunity, working with collaborative schools that are passionate about the progress and development of every student.

What we have:
- A positive and caring ethos and working atmosphere
- Friendly children, eager to learn and achieve
- An aspirational curriculum for all students
- A committed, enthusiastic and supportive staff team
- Excellent support from the Governing Body, the staff and parents/carers
- Opportunities for career development

For further details on us as an organisation, please click here.

For further information on the school, please click here or contact Egglescliffe Office at vacancies@egglescliffe.org.uk.

How to Apply
Please make sure that the application form is completed and returned via email to vacancies@egglescliffe.org.uk, addressed to Mr N Gittins, Head of School.

Please note that feedback will only be given to shortlisted candidates, if you do not receive an invite to interview within 30 days of the advert's closing date assume that you have been unsuccessful in your application for this post.

Safeguarding Notice
The Spark Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The post you are applying for is exempt from the rehabilitation of offender's act 1974. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

Egglescliffe School and Sixth Form is committed to safeguarding, for further information on the school's Safeguarding and Child Protection Policy please click here.

Job Description

Post Title:	Teacher of Business & Enterprise
Purpose:	● To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. ● To monitor and support the overall progress and development of students as a teacher and Tutor ● To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. ● To contribute to raising standards of student attainment and progress ● To share and support the school's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Head Teacher, Deputies, AHT's, teaching/support staff, external agencies and parents.
Working Time:	1 FTE
Salary/Grade:	MPS1 – UPS3
MAIN (CORE) DUTIES	
Operational and Strategic Planning	● To assist or lead in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in Business & Enterprise. ● To contribute to the department's improvement plan and its implementation. ● To plan and prepare courses and lessons. ● To ensure that all work undertaken fully reflects the School's ethos ● To use data on pupil performance to inform target setting, identify underachieving pupils, implement targeted intervention and monitor the progress. ● To support the school monitoring procedures. ● To support the review of teaching strategies and programmes of work. ● To attend all department, staff and strand meetings
Teaching and Learning	● 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 provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. ● To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students ● To undertake a designated programme of teaching. ● To ensure a high quality learning experience for all students that will stimulate learning appropriate to student needs. ● To prepare and update subject materials. ● To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. ● To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
Staff Development:	● To take part in the school's continued professional development programme by participating in arrangements for further training and development. ● To continue personal development in the relevant areas including subject knowledge and teaching methods. ● To engage actively in the Performance Management Review process. ● To ensure the effective and efficient deployment of classroom support ● To work as a member of a designated team and to contribute positively to effective working relations within the school.

Quality Assurance	● Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria, and to modify and implement, where required. ● Review methods of teaching and schemes of learning. ● Take part, as required, in the review and development of activities relating to the department and wider school
Curriculum Provision	● Assist the subject leader in ensuring that the subject area provides a range of teaching and learning experiences in line with the school's strategic objectives. ● Assist in the process of curriculum development to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's mission and strategic objectives.
Pastoral System	● Be a Form Tutor ● Promote the general progress and well-being of individual pupils and of the Tutor Group as a whole. ● Liaise with the Pastoral Team to ensure the effective implementation of the school's pastoral system. ● Register pupils, accompany pupils to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. ● Contribute to the preparation of action plans and progress files and other reports and references. ● Alert the appropriate staff to any pastoral issues experienced by pupils. ● Communicate, as appropriate, with parents and carers and with persons or bodies outside of the school concerned with the welfare of individual pupils, after consultation with the appropriate staff. ● Apply the school's behaviour management systems so that effective learning can take place.
Communication and Liaison	● Communicate effectively with the parents and carers, as appropriate. ● Follow agreed policies and protocols for communication
School ethos	● Play a full part in the life of the school community, upholding its values and setting a professional example at all times. ● Actively promote all of the school's policies. ● Comply with the school's health and safety policies and undertake risk assessments as appropriate.
SAFEGUARDING - <u>and</u> Promoting the Welfare of Children and Young People	● To demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers. ● To demonstrate a thorough understanding of safeguarding and safer recruitment policies and procedures, and their application within an educational setting/environment in accordance with the current DfE statutory guidance for Keeping children safe in education.
Equal Opportunities	● The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.

Other Specific Duties:

- To continue personal development as agreed.
- Staff will be expected to undertake any duty as specified by School Teachers' Pay and Condition Documents not mentioned above. Staff are expected to show professionalism at all times.
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers

Person Specification

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
APPLICATION	● Fully supported in reference ● Well-structured supporting letter		- Application Form - Reference
QUALIFICATIONS	● Degree qualification ● Qualified Teacher Status		- Application form
TRAINING	● Evidence of regular participation in Continuing Professional Development		- Application Form - Interview
EXPERIENCE & KNOWLEDGE	● Ability to demonstrate high standards of classroom practice. ● Experience of teaching in KS3 and 4 ● Experience of making a significant impact upon children's learning and progress ● Experience of tracking, monitoring and assessing pupils to support progression for all learners	● Experience of working with parents and outside agencies ● Experience of being a form tutor ● A thorough and up to date knowledge of teaching and wider curriculum developments	- Application Form - References - Interview
SKILLS	● Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all learners ● High quality and reflective practitioner ● Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement ● Ability to deliver well differentiated lessons to ensure stretch and challenge for all students ● Ability to motivate and enthuse children ● Ability to understand how children learn ● Willing to develop specialist skills and subject knowledge ● Ability to readily establish professional relationships and work as part of a team ● Good organisational and interpersonal skills ● Good written, verbal and ICT skills	● Ability to enhance the practice of others	- Application Form - References - Interview

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
	● Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies		
SPECIAL KNOWLEDGE	● Knowledge of the structure and content of the current curriculum in KS3 and 4 ● Understanding and knowledge of current issues in education		- Application Form - References - Interview
PERSONAL ATTRIBUTES	● Enthusiastic, ambitious and adaptable ● Ability to form and maintain appropriate relationships and personal behaviour with children ● Emotional resilience in working with children with challenging behaviour ● High degree of motivation for working with children and young people and share enthusiasm for the subject ● Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community ● Excellent attendance and punctuality ● Good command of English Language	● A commitment to extra-curricular activities	- Application Form - References - Interview
SPECIAL REQUIREMENTS	● Fully supported references ● Suitability to work with children		

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure from the Disclosure and Barring service) and pre-employment checks will be undertake before an appointment is confirmed.

How to Apply

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

www.sparkeducationtrust.org.uk

Please make sure that the application form is completed and returned via email to vacancies@egglescliffe.org.uk, addressed to Mr N Gittins, Head of School.

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

Confidential References

Two referees should be nominated, including one from your current/most recent employer – Those from an education setting must provide the Headteacher as one of their references or to be signed and checked by the Headteacher.

Job Description

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

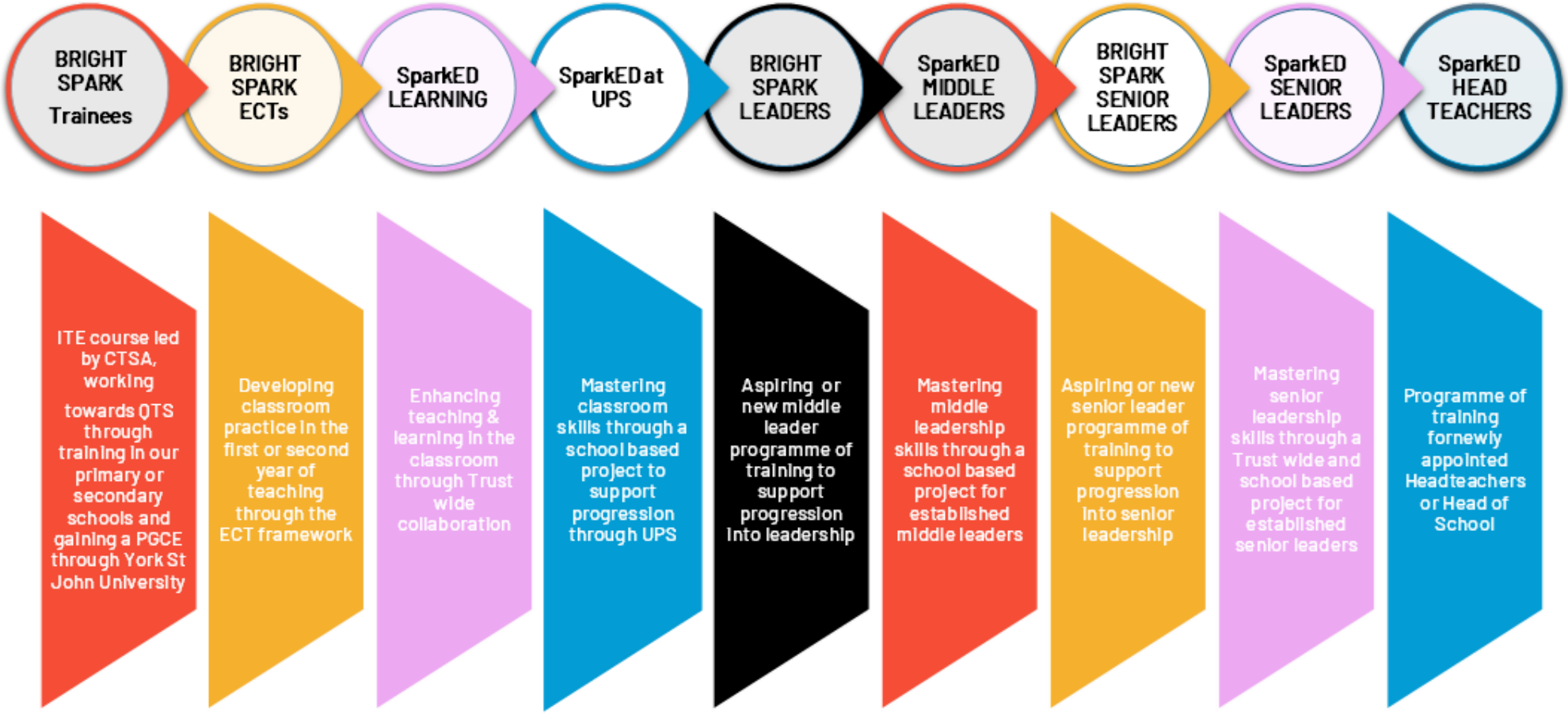
Person Specification

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

Closing date: 12.00pm, Monday 20th April 2026

Interviews to be held: w/c 27th April 2026

Spark Career Development Programme



Focused collaborative groups operate at all career stages to share best practice, develop Trust wide improvement strategies and offer support to colleagues in our schools.

Employee Benefits

Wellbeing

Free and confidential support.

Up to six sessions of structured counselling, if recommended.

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 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 27 days leave, rising to 32 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 life balance.