Kingsmeadow
Inspiring minds

Appointment to

Teacher of Business

January 2025

INFORMATION FOR POTENTIAL APPLICANTS

Kingsmeadow
Inspiring minds

Letter from Chair of Governors

Dear potential applicant

Thank you for your interest in the position of Teacher of Business at Kingsmeadow Community School. I hope that you will find the information pack interesting and inspiring.

The governors are extremely proud of the school. It is a very exciting place to learn, for students and staff. New developments are becoming well established, taking the school forward to achieve its ambition of becoming an outstanding school and provide a 'World Class' education for its students. An innovative curriculum, effective teaching strategies and strong pastoral care continue to raise standards and ensure students become confident, lifelong learners.

Governors and senior leaders are united in their aim that each individual student achieves his or her maximum potential regardless of prior achievement. Behaviour and pastoral care are exemplary. The school has an inclusive ethos and the gap between the achievement of Pupil Premium students (who make up about half of the school population) and others is narrowing year on year.

A very clear vision and school improvement plan all help staff to have clear aims and targets. Teamwork is well developed, with staff learning from and supporting each other, and there are opportunities to develop leadership skills. Staff are very well supported through performance management and a focused, relevant CPD programme which meets individual as well as whole school needs.

This is an exciting opportunity to join the school team and help shape the future of our school. I urge you to visit us to learn more and to see our excellent modern facilities at first hand.

Yours sincerely,

Sarah Diggle
Chair of Governors

Kingsmeadow
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Dear Candidate

Teacher of Business

At the heart of Kingsmeadow lies a highly aspirational academic curriculum of which we are fiercely proud. This academic curriculum is supported by a generous and well-planned Character Curriculum which runs through years 7 to 13. Our status as the last maintained secondary school in Gateshead means that we are not bound by the rules of a larger trust or academy chain. Every decision we make is closely tailored to the needs of our students, their families and the local community.

Staff at Kingsmeadow Community School have unerringly high expectations for all. Through developing their understanding of learning, and working in partnership with home, we seek to instil these high expectations into our students. Using our core values of Integrity, Resilience and Respect, we equip our students with the skills they need to be successful citizens who contribute positively to society, whilst giving them the academic profile they need to be able to open up doors of opportunity in their future.

The Computing and Business Department is a real flagship department in our basket 3 offer. We have regularly seen some of the best results in the school from this department due to the strong leadership and good, collegiate working practices. Business is a popular subject among students at all ability levels at both Key Stage 4 and Key Stage 5. The successful candidate will be working alongside experienced members of staff, including one of our Assistant Headteachers who is a specialist business teacher. There will be an expectation that the successful candidate will teach some computing at Key Stage 3, with full support and shared resources from the department.

The successful candidate will:

● Enjoy being a collegiate and positive member of a professional team
● Understand the need to relentlessly improve academic standards for all students in order to open up doors of opportunity for their future
● Firmly believe in developing the character of students
● Contribute to the community ethos of Kingsmeadow Community School, building positive and respectful relationships with students, parents, staff and all stakeholders
● Have high expectations of students, and of self as a positive role model

If you require any further information prior to making an application, please contact the Office Manager; Michelle Lane at mlane@kingsmeadow.org.uk or on 0191 4606004 ext 222. School visits are welcomed.

I look forward to receiving your application. Further information about our school can be found on our website.

Yours faithfully

Mark Barrett
<u>Head Teacher</u>

THE POST: Teacher of Business

PROCEDURE FOR APPLICATION

If you wish to be considered for this vacancy you should complete an application form on TES, giving the names and addresses of two referees (references will be taken-up prior to interview).

The link to the application form and relevant documents can be found on the school's website under Staff Vacancies. We will only accept applications via TES and CV's or other application formats will not be accepted.

Applications should be completed and submitted by noon on Friday 4 October 2024.

Interviews will take place on Friday 18 October 2024. If you have not heard from us by this time you must assume that your application has been unsuccessful on this occasion, in which case the Governors and I would like to thank you for your time and your interest in the school.

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ABOUT KINGSMEADOW SCHOOL

'Kingsmeadow is a Good school………. Teachers teach about the importance of respect, integrity, compassion, courage, pride and quality. They set a good example and pupils conduct themselves maturely.'

OFSTED Sept 2021

There is a proud sense of community in Dunston and the surrounding areas. As our community grows, thanks to the development of new housing and industry in Gateshead, we are equally proud to welcome new and existing families to our school. We understand and appreciate the importance of working in partnership with parents and carers so that Kingsmeadow Community School offers a safe, caring and inclusive environment centred on the pursuit of academic excellence for all. It is for this reason that we maintain the word 'community' in our school name, and will continue to do so for the foreseeable future.

At Kingsmeadow Community School, we take pride in offering a highly ambitious academic curriculum. All students enter the school expecting to follow the English Baccalaureate (EBacc), which the government describes as, "a set of subjects at GCSE that keeps young people's options open for further study and future careers." The opportunity for the study of a modern foreign language is afforded to every child as is the separate study of all three science disciplines, alongside a rich creative arts curriculum. Our students thrive on the high aspirations set for them by a team of committed and dedicated staff.

This high level of expectation continues into our sixth form, where we offer a wide range of level 3 qualifications for further study. We are delighted that the increasing numbers of pupils who choose Kingsmeadow Community School as their provider for key stage five education will soon have access to a brand new sixth form centre, which is scheduled for completion in the Autumn Term. In the classroom, students benefit from small group sizes which allow them to gain the qualifications and rounded education they need to take their next steps. All of our sixth form students have moved on to the university course or career of their choice when they leave us.

Our Character Curriculums is delivered through our daily Thrive sessions, which account for two hours of curriculum time per week. These sessions incorporate much of the PSHE, RSE, SMSC and British Values education, as well as our own Character Curriculum. This was all highly commended in our September 2021 Ofsted visit and has moved from strength to strength since then.

As a Google Reference school we use the Google suite across the school. Teachers and students are well versed in using Google Classroom for classwork and homework. Students have good access to technology, with over 400 Chromebooks plus desktops available in school.

I am excited to be leading Kingsmeadow School from September 2024. I will be building on the work that has already been done in improving the school. Moving forward, we have a number of areas for development which we will be addressing, including: working more closely with home and the community; tackling inherently low-levels of literacy; further building resilience through

aspiration. I am looking to appoint the right person who can work with me and the senior leadership team in making the improvements that the students and community of Kingsmeadow Community School deserves.

Mark Barrett
Head Teacher

DEPARTMENT INFORMATION

INTENT

As a department we endorse the school's mission statement of 'Inspiring minds, opening hearts, transforming lives' in helping us to reach the goal of preparing our students to be tomorrow's citizens, equipped and able to be successful at anytime, anywhere, any place and to become independent lifelong learners.

KS3 COMPUTING

In Year 7, 8 and 9 students are taught a wide range of Computing, IT and Digital Literacy topics. All lessons follow the KS3 Computing Programme of Study. The range of topics are as follows:

Code cracking, Networks, Python, Algorithms, Cyber security, Digital images, IT in the wider world, animation and website design

KS4 - GCSE BUSINESS (OCR)

In Business Studies we aim to enable every pupil to leave school with an accredited qualification. We strive to reduce the attainment gap between groups of students by making effective use of data to inform teaching and learning by constantly developing our skills as a teaching team. All staff have up-to-date knowledge and understanding of our subject and working as a team helps us to help our students to reach their full potential. Our curriculum contextualises learning through the use of real life situations and problem solving scenarios.

Students following the GCSE Business Studies course study a variety of business studies key concepts in order to prepare themselves for working life whilst gaining an accredited qualification.

KS4 IT/COMPUTING QUALIFICATIONS - GCSE COMPUTER SCIENCE AND IMEDIA (OCR)

In Year 10 students have the option to choose to study a Level 2 qualification in either iMedia Cambridge Nationals or GCSE Computer Science.

Students studying iMedia will have the opportunity to look at how technology is used in the media industry in an ever changing world. The course combines a wide range of both practical and theoretical elements. The course includes two pieces of coursework and one terminal examination. The topics covered include the following components:

- Characters and comics

- IT in the Media Industry
- Visual identity and graphics

The GCSE Computer Science course consists of two terminal examinations. The GCSE in Computer Science is graded 9-1. The following topics will be taught over the two year period:

Computer systems, systems architecture, memory, storage, wired and wireless networks, network topologies, protocols and layers, system security, system software, ethical, legal, cultural and environmental concerns and computational thinking (including programming).

POST 16

Cambridge Technicals are vocational qualifications for students aged 16+. They are designed with the workplace in mind. They are equivalent to UK A levels and are highly valued by universities, further education colleges and employers alike.

CAMBRIDGE TECHNICAL BUSINESS LEVEL 3 (OCR)

This course is ideal for students who have an interest in business and the way that businesses work. It will complement a variety of other subjects that are taught within the sixth form.

Students will learn how a business might evolve. From a small start-up business to a large multinational organisation, our students will consider a range of different business types and gain an understanding of how the choice of business type might affect the objectives that are set. Students will also look at the internal workings of businesses, including their internal structure and how different functional areas work together. Plus, by looking at the external constraints under which a business must operate, your students will gain an understanding of the legal, financial and ethical factors that have an impact. Students will also explore ways in which businesses respond to changes in their economic, social and technological environment; and gain an appreciation of the influence different stakeholders can have upon a business.

CAMBRIDGE TECHNICAL DIGITAL MEDIA LEVEL 3 (OCR)

The Technical Certificate in Digital Media is a varied, interesting and practical course for any student who wants to study digital media concept and product development with a focus on moving image and audio media production. The course has elements of IT, Business Studies and Media.

This course is for highly motivated students who want to gain an insight into the Media and IT sector. They will investigate the pace of technological change, which is learnt and examined through a range of theory and practical units.

COMPUTER SCIENCE (OCR A LEVEL)

Computer Science is a challenging and fast-paced subject which considers the way that technology transforms our lives in an increasingly digital world. It has computational thinking at its core, which encourages us to take a complex problem and develop possible solutions using decomposition, abstraction, logical thinking, and algorithms. Computer Science is also a creative subject that involves the innovative thinking and development of ideas through coding.

Students will learn to become a strong programmer using different programming paradigms. As part of this they will explore many of the standard algorithms used in searching, sorting and pathfinding and will be able to select the most appropriate to use based on its efficiency and suitability for the problem at hand. A diverse range of theoretical topics are covered, including how computers use logic, number systems, networks, databases and more.

LEADERSHIP STRUCTURE

Headteacher

Mr M. Barrett

Deputy Headteachers

Mrs A Douglas

Mr S Ferguson

Business Manager

Miss C. Bulman

Assistant Headteachers

Mr G. Dunlop

Mrs M. Langley

Mr A. Milton (from January 2025)

Mrs C. Richardson

Job Profile		
Job Title	**Reports to**	**Department**
Teacher of Business	Head of Department	Business and Computing

Salary Grade	Hours	Line Management Responsibilities
MPS/UPS	Full Time Permanent Post	Yes

Summary of Role

Key Responsibilities

1. Set high expectations which inspire, motivate and challenge students.

● Establish a safe and stimulating environment for students, rooted in mutual respect
● Set goals that stretch and challenge students of all backgrounds, abilities and dispositions
● Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

2. Promote good progress and outcomes by students

● Be accountable for students' attainment, progress and outcomes
● Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
● Guide students to reflect on the progress they have made and their emerging needs
● Demonstrate knowledge and understanding of how students learn and how this impacts on teaching
● Encourage students to take a responsible and conscientious attitude to their own work and study

3. Demonstrate good subject and curriculum knowledge

● Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings.
● Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.
● Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject.
● If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics.
● If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4. Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5. Adapt teaching to respond to the strengths and needs of all students

- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development.
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure students' progress.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons. Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly. Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

8. Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy Associate Staff effectively.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents with regard to students' achievements and well-being.

In addition Post threshold teachers

1. Set high expectations which inspire, motivate and challenge students

- Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of children and young people.

2. Promote good progress and outcomes by students

- Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.
- Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.

3. Demonstrate good subject and curriculum knowledge

- Have a more developed knowledge and understanding of their subjects/ curriculum areas and related pedagogy including how learning progresses within them.

4. Plan and teach well-structured lessons

- Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.

5. Make accurate and productive use of assessment

- Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those related to public examinations and qualifications.
- Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.

6. Fulfil wider professional responsibilities

- Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.
- Promote collaboration and work effectively as a team member.
- Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

TEACHER OF BUSINESS

WITHIN THE BUSINESS AND COMPUTING DEPARTMENT

AF – Application Form   SP – Selection Process   Ref – Reference

Specification	Essential/Desirable	Method of Assessment
QUALIFICATIONS & TRAINING		
● Degree or equivalent	Essential	AF
● Qualified Teacher Status	Essential	AF
● Evidence of continuing professional development	Desirable	AF
PROFESSIONAL EXPERIENCE		
● Outstanding Teacher	Desirable	AF, SP & Ref
SKILLS, KNOWLEDGE & ATTRIBUTES		
● Well organised	Essential	AF, SP & Ref
● Ability to meet deadlines	Essential	AF & SP
● Excellent classroom practitioner	Essential	AF, SP & Ref
● A commitment to teaching students of all abilities	Essential	AF & SP
● Specialist knowledge of, and ability to teach, the Business curriculum at KS3, KS4 and KS5	Essential	AF & SP
● Ability to use IT effectively to enhance teaching, learning and planning	Essential	AF & SP
● Knowledge of the Google suite of apps	Desirable	AF & SP
PERSONAL QUALITIES		

● Enthusiasm, drive and love for the job	Essential	SP & Ref
● Clear vision and innovative approach	Essential	SP & Ref
● Passion for ensuring all aspects of school life demonstrate integrity and respect	Essential	SP & Ref
● Excellent communication skills	Essential	SP & Ref
● Ability to organise, plan and prioritise time effectively	Essential	SP & Ref
● Ability to act decisively	Essential	SP & Ref
● Excellent attendance and punctuality	Essential	Ref