

Teacher of Business Studies

APPLICATION PACK



Dear Colleague

Thank you for your interest in Edgar Wood Academy.

Edgar Wood Academy opened its doors in 2021 after being commissioned by the DfE to serve the community of Middleton and Heywood. Helping our students realise their potential lies at the heart of everything we do by adhering to our values of Resilience, Empathy, Responsibility and Respect.

We believe that the success of a school lies in fostering high quality relationships between students, staff and the wider community and adherence to our values helps strengthen these relationships each and every day.

At Edgar Wood Academy, we work together to support every student to develop, both personally and academically. We aim to ensure that our students have the knowledge and skills to improve the communities that they live in, to enrich the society that they are part of and to make a positive contribution. As part of our Edgar Wood Promise, we have a curriculum which aims to secure outstanding progress, develop students' powerful knowledge and cultural capital, as well as their aspirations to be the best versions of themselves.

We are proud to be part of Altus Education Partnership Trust. The development of the Trust stemmed from a commitment to raising aspirations and improving the life chances of young people throughout the borough of Rochdale.

In September 2022, students at Edgar Wood Academy were the first to experience our new building, and we are extremely lucky to benefit from its state-of-the-art facilities, designed to allow all students to flourish academically, culturally and artistically.

Our passion and commitment to ensuring our students' potential through high-quality teaching, in a safe and caring environment is key to the success of each and every student.

To work at Edgar Wood Academy, you must aspire to be an outstanding colleague, willing to share, learn and keep abreast of current research. Enjoy working as a team and thrive on the challenge of working and contributing to the successful establishment of a school. Be someone who will help us to make a positive difference to the lives of young people in the borough. In return, we promise a supportive and enjoyable working environment, and the resources needed to carry out the role to the highest standards.

I am incredibly excited and privileged to be the Headteacher at Edgar Wood Academy and together, we will work hard to ensure that we deliver a world-class education to the students and community we are proud to serve.

Yours sincerely

A handwritten signature in brown ink, appearing to read "Paul Jones".

Paul Jones
Headteacher

Making your application

I hope that when you read this pack you are inspired to apply for the post.

Application

1. Complete the Altus Education Partnership application form.
2. Provide a supporting statement of no more than one side of A4 which should address the criteria in the person specification.
3. Send your completed application form by email to recruitment@altusep.com

Deadline

The deadline for the post is **20th June 2025** (to arrive no later than 12.00 midday).

Interviews are expected to take place week commencing **23rd June 2025**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

Salary

The post will be paid on the **Teacher Main/Upper Pay Scale**. A new starter incentive payment of £2,000 is available for an exceptional candidate.

Start Date

1st September 2025

For an Application Pack

1. Visit www.altusep.com
2. Contact Sophie Bailey– HR Officer: recruitment@altusep.com
3. Telephone 01706 769836

Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.

Background Information

Edgar Wood Academy

Edgar Wood Academy is an 11-16 year old state-funded secondary school. Working closely with Rochdale Borough Council to meet the estimated shortfall of secondary school places, we opened our doors to welcome year 7 children from the areas of Middleton and Heywood in September 2021.

From September 2022, students at Edgar Wood Academy were the first to experience our new school building on Heywood Old Road, Heywood, with its modern state-of-the-art facilities, designed to allow them to flourish academically, culturally and artistically.

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises four academies, including ourselves. The other three academies are:

- **Rochdale Sixth Form College** which opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has raised achievement in the area dramatically and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly one of the highest performing colleges in the country according to the DfE's Performance Tables and National Achievement Rate tables
- **Kingsway Park High School** is an Ofsted rated Good school with a strong track record of providing its students with an excellent education. The Academy recently benefitted from a new teaching block which opened at the end of 2024
- **Bamford Academy** is an Ofsted rated Good school providing a caring and nurturing environment for all of its pupils; it is a popular first choice for many parents and young people in the local community

We are delighted that **Caldershaw Primary School** will join Altus Education Partnership on 1st July 2025.

Altus Education Partnership is now on the cusp of significant and rapid growth, with a high number of schools indicating an interest in joining the Trust, and seven of these schools entering into a Trust Partnership Agreement. This means that while the Trust currently has around 4,500 students and 500 staff over 4 academies, within three years this could easily increase to around 10,000 students, 1,000 staff and 10 or more academies.

Additionally, the Trust has codified and solidified its relationship with a number of key educational partners in the borough. Most notably, and uniquely in the sector, Altus has a Memorandum of Understanding with Hopwood Hall College around the curricula the two colleges offer, and to support transition of students to post-16 education.

Role Description

Job Title:	Teacher of Business Studies – Suitable for ECT's
Reports to:	Head of Computer Science
Contract:	Permanent – Full-time
Salary:	MPS/UPS plus new starter incentive payment of £2,000 for an exceptional candidate.
Start Date:	1 st September 2025

Overall Purpose of the Post

At Edgar Wood Academy (EWA), all staff are expected to contribute to the shared objective of maximising student achievement and supporting the overall success of the school. As a Teacher of GCSE Business Studies, you will inspire and equip students with the knowledge, skills, and ambition to succeed in an ever-changing business world. This post is suitable for Early Career Teachers (ECTs), and appropriate support and mentoring will be provided. There may also be some teaching of IT/Computer Science, depending on the successful candidate's experience and departmental need.

Primary Purpose

Our core mission is to help every student realise their academic potential. Through Business Studies, we develop students' understanding of enterprise, finance, marketing, and management.

We believe every young person can succeed and are committed to fostering a culture of high expectations, motivation, and aspiration, providing students with the knowledge and skills to thrive in the future economy.

Teaching Duties and Responsibilities

- Plan and deliver high-quality lessons in GCSE Business Studies following the relevant specification (e.g., AQA/Edexcel).
- Teach core business concepts such as enterprise and entrepreneurship, marketing, finance, human resources, and business operations.
- Deliver some lessons in IT/Computer Science as part of the department's broader curriculum offer.
- Use a variety of engaging teaching strategies that bring business theory to life and encourage practical application.
- Differentiate lessons to support and challenge all learners, including those with special educational needs.
- Embed employability skills, critical thinking, financial literacy, and enterprise awareness into your teaching.
- Use assessment for learning techniques to monitor progress and adjust teaching plans accordingly.
- Ensure students are fully prepared for their GCSE examinations through regular practice assessments and targeted intervention.
- Mark and assess students' work regularly in line with school policies, providing clear feedback that identifies next steps for improvement.
- Maintain accurate records of students' attendance, achievement, and progress.
- Promote high standards of behaviour, engagement, and ambition within the classroom.
- Collaborate with colleagues to develop and improve schemes of learning and resources.
- Contribute to enrichment activities, such as enterprise days, trips, and competitions.

Additional Responsibilities

- Actively promote Business Studies and IT/Computer Science as subjects of choice within the school, encouraging high uptake at GCSE level.
- Support the development and review of the curriculum to ensure it remains relevant, dynamic, and challenging.
- Attend subject meetings, parent/carer consultation evenings, and contribute to faculty improvement plans.
- Engage fully in professional development to maintain up-to-date knowledge of the business and technology environments and educational best practices.

General Expectations

- Be an ambassador for Edgar Wood Academy, modelling the school's core values of Resilience, Empathy, and Responsibility.
- Maintain high standards of professionalism, ethics, attendance, and punctuality.
- Respond promptly and professionally to unplanned situations and support the smooth running of the school.
- Undertake any reasonable additional duties as directed by the Headteacher or Senior Leadership Team.

Whole-School Contribution

- Play an active role in the wider life of the school, including participation in duty rotas, enrichment activities, and whole-school events such as Enterprise Week.

Health and Safety

- Ensure that all Business Studies lessons and activities are conducted in a safe, healthy, and supportive environment in line with school policies.
- Promote safeguarding and the welfare of students at all times.

Professional Development

- Reflect on personal practice and engage in continuous professional learning.
- Participate fully in appraisal procedures and use feedback to improve professional practice.

Personal and Professional Conduct

- Uphold public trust in the education profession through high standards of conduct, behaviour, and integrity.
- Demonstrate a commitment to promoting equality, celebrating diversity, and respecting all individuals.
- Any other reasonable duties as required by the Line Manager, Headteacher, or Senior Leadership Team.

This job description is subject to review and may be amended to meet the evolving needs of Edgar Wood Academy.

Other:

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An Enhanced DBS check will be carried out on the successful candidate.
- The Trust is committed to equal opportunities for all.
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.
- The terms and conditions are specified within the contract of employment.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

Person Specification

		Assessed by:		
No.	CATEGORIES	Essential/ Desirable	App Form	Interview
QUALIFICATIONS				
1.	Qualified Teacher Status (QTS)	E		
2.	A degree in Business, Business Education, or a related subject	E		
3.	PGCE or equivalent teaching qualification	E		
4.	Evidence of ongoing professional development	E		
5.	Additional qualifications relevant to enterprise or business education	D		
EXPERIENCE				
6.	Experience teaching GCSE Business Studies	E		
7.	Experience of securing strong student outcomes	E		
8.	Experience of curriculum planning and resource development	E		
9.	Experience working with students from a range of backgrounds and with varying needs	E		
10.	Experience of contributing to extra-curricular or enterprise activities	D		
11.	Experience teaching additional Humanities or vocational subjects (e.g. Economics, BTEC)	D		
ABILITIES, SKILLS AND KNOWLEDGE				
12.	Strong subject knowledge of the GCSE Business Studies curriculum (e.g. AQA or Edexcel)	E		
13.	Ability to plan and deliver high-quality, engaging, and inclusive Business lessons	E		
14.	Ability to assess students' progress effectively and use data to inform teaching	E		
15.	Excellent classroom management and behaviour for learning skills	E		
16.	Understanding of safeguarding and child protection responsibilities	E		
17.	Ability to differentiate lessons and support students with SEND	E		
18.	Strong interpersonal and communication skills	E		
	Effective use of ICT to support teaching, assessment, and communication	E		
19.	Understanding of how Business Studies can promote wider skills such as numeracy, literacy, employability, and enterprise	E		
20.	Ability to work collaboratively as part of a team	E		

21.	Commitment to professional reflection and ongoing improvement	E		
22.	Willingness to contribute to the wider life of the school	E		
23.	Understanding of the vision, values, and ethos of Edgar Wood Academy	E		
PERSONAL CHARACTERISTICS				
24.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	✓	✓
25.	Willing to be accountable and to take personal responsibility for own actions.	E	✓	✓
26.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	✓	✓



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