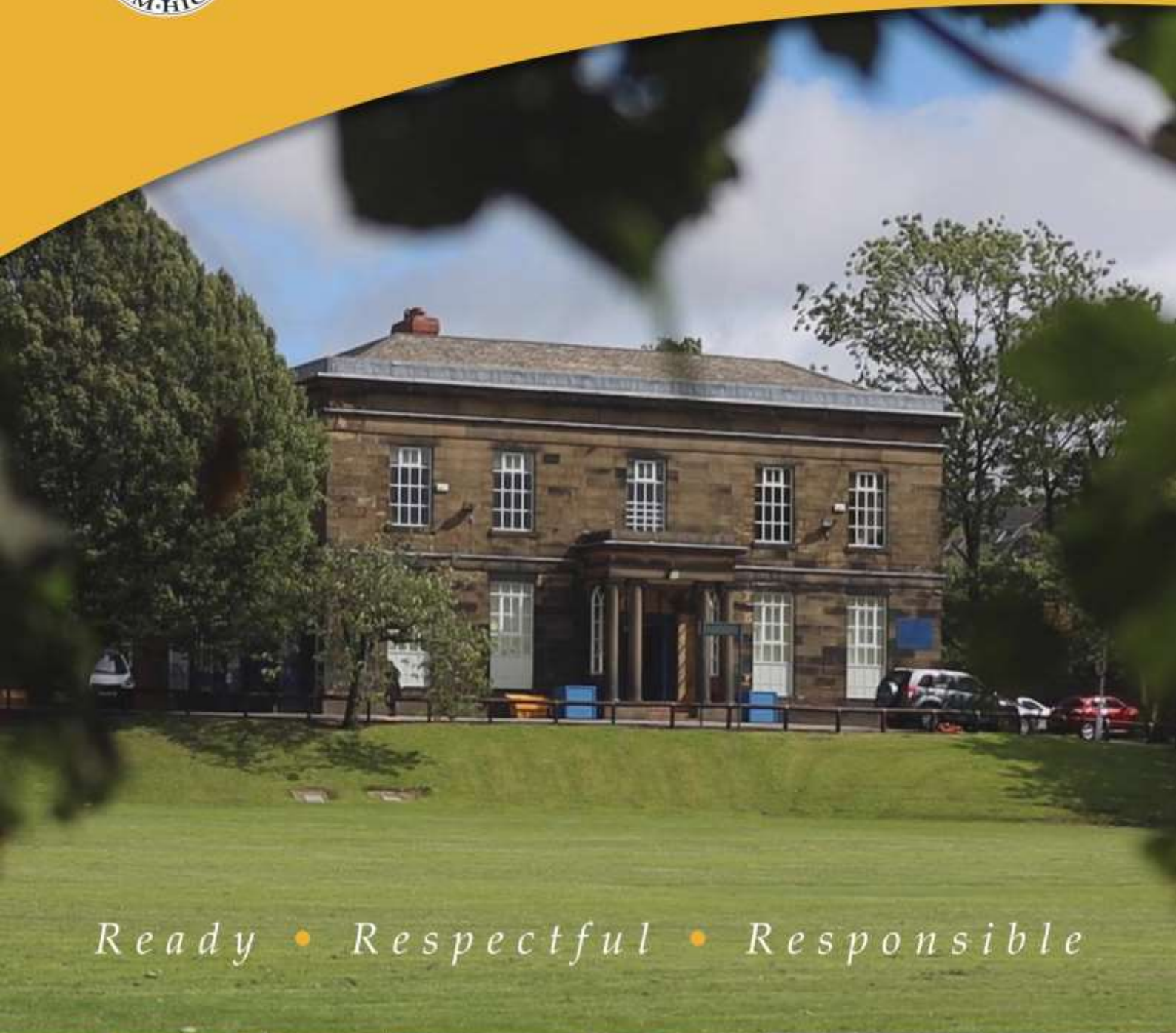




West Hill School

Aiming High Since 1927



Ready • Respectful • Responsible





Teacher of Business Studies Required from September 2025 or as soon as contractually able

Would you like to teach in a school that has a strong ethos of respect, responsibility and readiness to learn? Where students have a thirst for knowledge and a love of challenge?

The Business Studies Department at West Hill is committed to the school ethos of Aiming High and delivering a curriculum experience that is ambitious and empowers both teachers and learners.

We are seeking to appoint a committed, reflective and talented Teacher of Business Studies to work alongside our Head of Department to continue to enrich and grow the experience for our learners. We seek a passionate practitioner who can deliver challenge and support to our students and contribute to the department planning, enrichment and consequently, continue to maintain our healthy KS4 option numbers.

The candidate will be an outstanding classroom practitioner, with the drive and capacity to thrive in this role. In return, we can offer you:

- A welcoming and collaborative staff;
- A comprehensive induction programme;
- Fully supported ECT programme;
- On-going investment into your career development through appropriate CPD;
- Smart working practices to help support work-life balance.

Applications are most welcome from both experienced teachers and ECTs.

To find out more about us please visit the school website www.westhillschool.co.uk Informal visits beforehand are welcome and should be arranged by contacting the school Reception Office on 0161-338-2193 or e-mail: recruitment@westhillschool.co.uk.

Applications should be emailed to recruitment@westhillschool.co.uk.

Please ensure that applications are clearly marked for the post you are applying for.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check. Shortlisted candidates may be subject to online searches as part of pre recruitment checks.

Closing Date for applications: Thursday 16th January 2025 at 12.00 noon

Interviews to be held the week beginning 20th January 2025.



Department Information

If you value the subject of Business Studies, and the learning journey of creativity, initiative and leadership it brings to young people, and want to work in an inclusive, friendly and knowledgeable team, then this is an excellent opportunity for you.

As an experienced Head of Business Studies, I lead a relatively small Business Department which has four full-time teachers delivering across KS4. It is a successful and popular subject for our students, with many pupils opting for GCSE Business Studies and VCERT Technical Award in Business and Enterprise. Additionally, many boys transitioning to college, apprenticeships and in some cases, university, continue their Business/Enterprise Studies – a fair reflection of the impact and engagement within our curriculum as we work alongside local businesses to bring our subject to life, keeping it relevant to their world.

All students in KS4 have three lessons per week. The GCSE Business Studies course follows the Edexcel (Pearson) syllabus. It is structured into two themes: the first covers how entrepreneurs start businesses (theme 1), and the second explores growing and global businesses (theme 2). The VCERT follows the NCFE syllabus. This is structured into 8 content areas and is more vocational and project-based than the GCSE. Often there are two to three GCSE classes in both Year 10 and 11, and one to two VCERT classes in both Year 10 and 11. Each class has three lessons per week, each for one hour.

The department aims to develop students' understanding of business and entrepreneurial skills outside of the classroom. This is an exciting time for an enthusiastic and dedicated teacher to contribute to the development of an already strong, forward-thinking, and consistently high-achieving department.

I hope you decide to apply for a position in a school where you are valued, respected and invested in. As Head of Department, and a member of the West Hill team since 1997, you would work closely with myself and I look forward to a partnership in continuing to grow and expand the opportunities locally and further afield for our students, but mostly, I hope to support you in enjoying your work and enjoying working in our school.

If you would like to arrange a visit to the school or have any queries, please contact the school reception via our school website or call us as we are happy to show you around or answer any questions that you may have.

Mr D Merlo
Head of Business Studies



A message from the Headteacher

Firstly, thank you for your expression of interest in our school. I hope, like my first visit to the school, you are struck by its heritage, its calm and warm welcome and the sense that our students live our values of Respect, Responsibility and Readiness. As the Headteacher from September 2023, I am impressed with the welcome that the staff, students and community have afforded me, one we hope you get to experience too.

As a school, we serve the needs of our local community and wish to remain integral in supporting the future planning of Stalybridge. We have a beautiful school site and our grounds could be mistaken for a grammar school, but as a Single Academy Trust we serve the needs of our students from Ashton, Dukinfield, Mossley and Stalybridge alongside smaller schools within the Peak District. We have maintained our strong connection with our past and the heritage of our site, alongside our looking and growing to the future. We are a homely community with many staff investing their lengthy teaching careers with us due to the respectful climate we maintain, alongside many staff living locally, invested in making our community the best it can be. We believe it is our duty to ensure teachers can teach in a calm and purposeful learning environment and our behaviour, and the student responsibility over their behaviour, is a strength. Not only this, but we heavily value our student leadership opportunities to bring learning to life. We believe in developing the character and resilience of our learners and remain passionate about our curriculum offer inside and outside the classroom.

Why West Hill? As a school community the needs of our students and bettering their life opportunities remain at the heart of what we do. We value our staff voice and staff opportunities to learn and grow in the same way we want to nurture our students. We trust our staff to 'do what makes sense' and our staff rise to this trust and respect. Our site has easy commutable links to the Peak District but also to other districts in Greater Manchester and the city centre itself (accessible via train or tram in around 20minutes). We are a community of staff that enjoy working together and welcome new members to our team and social events. We value an opportunity-based curriculum and wish to work to better our community and show our boys how they can too. We have supportive parents who send their boys here due to our strong reputation of excellence. As an 11-16 school with 170 students per year group, we are an ideal size to really get to know our boys and help them on their journey through school. Our passionate pastoral and teaching teams do this incredibly well and that is why we are consistently over-subscribed and forecast the same in September.

Even if you have not worked in a single-sex school before, come and see us, walk our building and get a sense for the greatness that exists here. This is a special place and I am incredibly proud to lead us forward in our next ventures together as a school and local community, I hope you join us in this. Kind regards,

Claire Cronin
Headteacher





Our vision

At West Hill, we have an uncompromised, aspirational vision that:

Everybody will experience a rich curriculum that expands beyond the classroom, empowering them to feel successful and make ambitious future choices.

Every lesson enables individual success through quality adaptive teaching and shared expectations.

Everybody matters and has a right to be safe, valued and treated with kindness.

Everybody will be supported to develop a healthy understanding of themselves and respect for others.

Everybody will be ready and take responsibility for their own learning, choosing thoughtful behaviours that show empathy for others.

Everybody in our West Hill family will collaborate and support each other to realise their aspirations and celebrate success.



Job Description

Teacher of Business Studies

Required for September 2025 or as soon as contractually able

Purpose:	<ul style="list-style-type: none"> -Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD). -Implement and deliver an appropriately broad, balanced, relevant and adaptive curriculum for students, and support a curriculum area as appropriate. -Monitor and support the overall progress and development of students as a teacher/ Form Tutor. -Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. -Contribute to raising standards of student achievement.
Responsible to:	The Headteacher/SLT Link/Head of Department
Responsible for:	No line management responsibility

Teaching

- Set high standards and expectations which inspire, motivate and challenge students.
- Promote good progress and outcomes for students.
- Demonstrate good subject and curriculum knowledge, including examination specifications.
- Plan and teach well-structured lessons.
- Adapt teaching to respond to the strengths and needs of all students.
- Ensure a high-quality learning experience for students which meets internal and external quality standards.
- Prepare and update subject materials.
- Manage behaviour effectively to ensure a good and safe learning environment.

Curriculum Provision

- Assist in the development of appropriate curriculum resources, schemes of work.
- Adherence to marking policies and teaching strategies in the curriculum area.
- Contribute to the curriculum area and department's development plan and its implementation.

Staffing

- Take responsibility for improving teaching through appropriate professional development.
- Maximise the impact of additional support, in line with school protocols.
- Work as a member of a designated team and contribute positively to effective working practices.



Quality Assurance

- Help to implement school quality assurance procedures and adhere to these.
- Contribute to the process of monitoring and evaluation of the department in-line with agreed school procedures, including evaluation against quality standards and performance criteria.
- Take part, as may be required, in the review, development and management of activities relating to whole school improvement.

Assessment

- Make accurate and productive use of assessment.
- Follow the school's Feedback and Marking Policy.
- Maintain appropriate records and provide relevant, accurate and up-to-date information for school systems.
- Complete the relevant documentation to assist in the tracking of student progress.
- Co-operate with other staff to ensure a sharing of information to the benefit of the school, department and students.
- Undertake assessment of students as requested by external examination bodies.

Pastoral System

- Undertake the responsibilities of a Form Tutor.
- Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- Liaise with the Head of Year to ensure the implementation of the school's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Communicate as appropriate, with the parents of students, after consultation with the appropriate staff.

School Ethos

- Play a full part in the life of the school community, supporting its distinctive ethos and encouraging staff and students to follow this example. This may include contributing to co-curricular provision.
- Contribute to the wellbeing and safety of all staff and students.
- Model the high standards as determined by school protocols.
- Fulfil wider professional responsibilities.
- Be familiar, with and follow all school policies.
- An expectation that all Teachers' Standards are met.



Person Specification

Post: Main Scale Teacher – Business Studies

	Essential	Desirable	Method of Assessment
Qualifications			
<ul style="list-style-type: none"> Qualified teacher status. 	✓		
<ul style="list-style-type: none"> NQT status 	✓		
<ul style="list-style-type: none"> First degree or equivalent 		✓	
<ul style="list-style-type: none"> Evidence of further professional development 			
Experience			
<ul style="list-style-type: none"> A successful record of teaching in a secondary school 		✓	Letter of application
Philosophy			
<ul style="list-style-type: none"> Commitment to the aims of the school 	✓		Application form and letter of application
<ul style="list-style-type: none"> Commitment to continuous improvement and sharing of good practice 	✓		
Key Skills, Attributes and Personal Qualities			
<ul style="list-style-type: none"> An excellent classroom practitioner 	✓		Lesson Observation Interview Reference
<ul style="list-style-type: none"> Communicate effectively and have good interpersonal skills 	✓		
<ul style="list-style-type: none"> Work collaboratively and effectively as a member of teams 	✓		
<ul style="list-style-type: none"> Use own initiative and work flexibly 	✓		
<ul style="list-style-type: none"> Able to form and maintain appropriate professional relationships and boundaries with staff and students 	✓		
<ul style="list-style-type: none"> A commitment to inclusive learning 	✓		
<ul style="list-style-type: none"> The ability to motivate and inspire students. 	✓		
<ul style="list-style-type: none"> Ability to plan and organise time effectively, work under pressure and meet deadlines while managing own workload 	✓		
<ul style="list-style-type: none"> Competent use of ICT skills to support learning and maintain electronic information systems e.g. SIMs 	✓		



Post: Main Scale Teacher – Business Studies			
• Understand monitoring and evaluating systems in a secondary school setting	✓		
• Contribution to extra-curricular activities		✓	
Professional Knowledge/Understanding	Essential	Desirable	
• Knowledge of current educational issues including national policies relevant to the subject(s).	✓		
• Secure knowledge of the characteristics of effective learning, teaching and assessment	✓		
• A proven track record in improving results and ensuring students make ambitious levels of progress.		✓	
• The ability to implement clear, consistent and effective approaches to learning, securing excellent relationships and behaviour in line with the school’s behaviour policy	✓		
• A clear understanding of student assessment and target setting for individual student improvement and how that analysis contributes to high standards	✓		
• An expectation that all Teachers’ Standards are met	✓		

For information:

Category (E) – ESSENTIAL - without which the candidate would be unable to carry out the duties of the post

Category (D) – DESIRABLE FEATURES which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc.

ECT applicants might not have had the opportunity to demonstrate all of the above. They should, however, detail in any application opportunities they have had to apply any of above to their teaching or placements