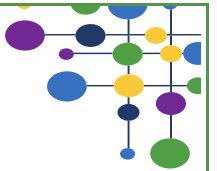




Application Pack

Teacher of Business



Welcome from the CEO

Academic Year 2022 /2023

Dear Applicant,



Thank you for taking an interest in this vacancy working across the trust. I hope the materials enclosed in this pack give you a good sense of what makes the trust a special place to work and provides the information you need about the post.

Our belief in “Valuing People, Supporting Personal Best” means we are committed to investing in our staff, to help them be happy at work, to provide the support they need to achieve the highest standards they are capable of and to offer the training or guidance they need to undertake their jobs effectively. For example, everybody is encouraged to use a personal development plan, to set their own objectives and to take responsibility for their own improvement priorities. We define effective leadership as “helping others to achieve their best” and that is what your line manager will try to do for you.

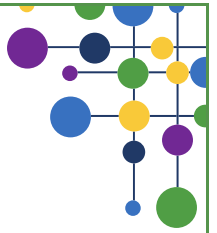
It is important to read the information provided carefully. We want you to be happy in the role you are applying for and committed to performing the job to the best of your ability.

I very much hope you are encouraged to apply for the position and look forward to meeting you soon.

Yours faithfully,

John McNally
CEO





SHARE Multi-Academy Trust is a charitable trust currently consisting of four secondary and five primary academies in West Yorkshire. Our academies are: Shelley College, Huddersfield; Royds Hall Academy, Huddersfield; Thornhill Community Academy, Dewsbury; Whitcliffe Mount School, Cleckheaton, Heaton Avenue Primary Academy, Cleckheaton; Millbridge Primary Academy, Liversedge; Woodside Green Primary Academy, Cowlersley and Luck Lane Primary Academy, Huddersfield.

We believe in helping staff and students achieve their personal best and are keen to recruit the very best talent to our Trust. Shelley College is the Teaching School Hub for Kirklees and Calderdale and as such, we can offer our teaching staff a wealth of first class, personal development opportunities as well as providing an excellent induction programme for Early Career Teachers. All staff receive full induction training and ongoing support to ensure they enjoy working for the trust.

More than seven hundred people work hard across the Trust to ensure we provide the very best education and service across all our schools, from invigilators joining us for a few hours a year, through flexible part-time work to many full-time teaching and support roles.

At SHARE MAT, we aim to:-

- Encourage all our students/pupils to go beyond what they think they can achieve, to enjoy learning, helping them to lead healthy and happy lives;
- Equip our staff to deliver their best every day, our belief is that by Valuing People, Supporting Personal Best is the key;
- Ensure our staff are happy at work, taking pride in students/pupils progress and development;
- Deliver training and guidance relevant to job role so expectations are understood and staff feel motivated;
- Offer great benefits making us the employer of choice, including outstanding CPD, supportive line management and networking opportunities across the MAT to aid personal development.

Dear Candidate,

I joined Whitcliffe Mount School as Headteacher in November 2022, and I feel very privileged to lead the school into the next stage of its journey.

A school has a very important role to play in a child's development, not only in helping them to achieve their best academically, but in supporting them to thrive as an individual socially, emotionally and morally. Respecting each other and committing to achieving our personal best so that everyone can be happy, safe and successful in our school community is at the heart of everything that we will do.

I am proud to be Headteacher at Whitcliffe Mount and to lead a school which has a strong sense of community into the next chapter of its journey. I believe wholeheartedly in creating a school that enables all students to achieve, develop and thrive so that everyone is best placed to be happy and successful in the future.

We aim to inspire and empower our students and staff through a broad, balanced and ambitious curriculum by respecting and supporting each other in all aspects of school and community life. We will focus on good behaviour, good teaching and high expectations of all so that everyone can access a good education.

Whitcliffe Mount School joined SHARE Multi Academy Trust in September 2022, a small family of schools in West Yorkshire with a focus upon "Valuing People, Supporting Personal Best". The benefit of this partnership is in working together to share expertise, ideas and best practice to make every school the best places they can be for all our students.

Yours faithfully

Rebecca Hesmondhalgh
Headteacher





Teacher of Business Role Profile

Role Title	Teacher of Business	Reporting to	Senior Leadership Team Link for Business
Section	Business		
Contract type	Temporary to 31/08/22	Grade / Salary	MPS/UPS – opportunity for TLR for exceptional candidate

Part A – JOB DESCRIPTION

Overall purpose of role	<p>As a Teacher of Business, you will be required to meet the general requirements of this post, as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Headteacher.</p> <p>The post will require you to work in partnership with the Headteacher, Senior Leadership Team, governors and staff to ensure the continuous improvement of the Academy.</p> <p>This role will also require the post holder to work in other school settings under the direction of the Headteacher.</p>
Safeguarding Requirements	<p>This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household.</p> <p>Applicants MUST complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the Headteacher.</p>

Key Outputs
<ol style="list-style-type: none"> 1. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students' and support a designated department or curriculum/subject area as appropriate. 2. To monitor and support the overall progress and development of students as a teacher and form tutor, setting students individual improvement goals as appropriate. 3. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. 4. To contribute to raising standards or student achievement and attainment. 5. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth. 6. To promote and actively support the school's responsibilities towards safeguarding. 7. To prepare and regularly update subject materials. 8. To ensure that ICT, Literacy, Numeracy and subject specialism(s) are reflected in the teaching and learning experience of students.

9. To set regular, relevant and challenging homework tasks.
10. To teach students according to their educational needs, including the setting and marking of work to be carried out by students in school and elsewhere.
11. 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.
12. To ensure the learning needs of individual students are met, particularly vulnerable groups, such as those with SEN, disabilities or disadvantages students.
13. Where necessary, to liaise with parents and others to support students.
14. To provide regular, high quality feedback to students that supports future learning and progress.
15. To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
16. To assess, record and reports on the attendance, progress, development and attainment of students and to keep such records as are required.
17. To use the outcomes of on-going assessment to help shape future planning.
18. To self-evaluate and undertake professional development to help achieve the highest possible standards in role.
19. To reward and celebrate students' success.
20. To attend meeting and complete additional administration tasks as required by the role.
21. To undertake any other duties associated with the role, as may be decided by your line manager or the Headteacher.

Dimensions (Financial/Statistical/Mandates/Constraints/No. of direct reports)

- Range of Teachers approximately 70 across the whole school.
- Range of Students approximately 1250.

Work/Business contacts

Internal: All teachers and support staff to advise how effectively to support students to achieve their Personal Best.

External: Parents and Families, Examinations Boards.

Expertise in Role Required (At selection - Level 1)

Essential or Desirable

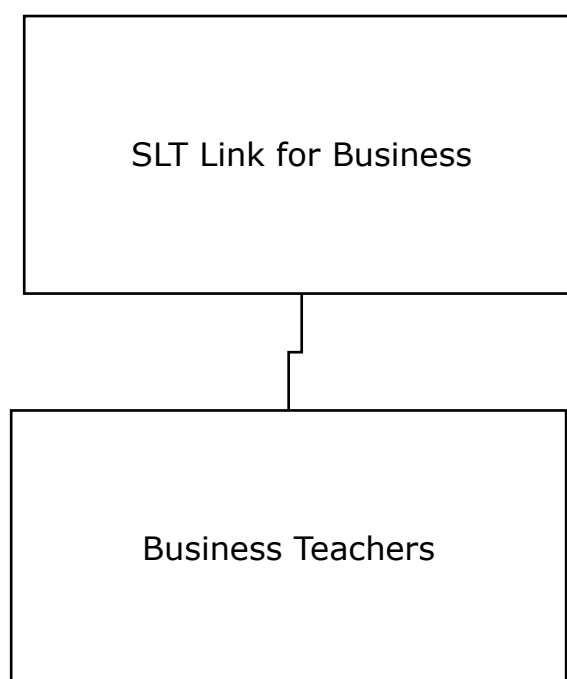
- | | |
|---|-----------|
| • Qualified Teacher Status | Essential |
| • Degree or equivalent | Essential |
| • Evidence of continuing professional development and a willingness to undertake further development as appropriate | Essential |
| • Evidence of/potential to become an excellent classroom practitioner, capable of inspiring students and forming good relationships with colleagues | Essential |
| • Ability to inspire and motivate students | Essential |
| • Able to analyse data with a view to developing strategies to improve performance | Essential |
| • Ability to monitor and evaluate impact of interventions and strategies | Essential |
| • Detailed knowledge of current developments in subject area for all levels including sixth form | Essential |
| • Knowledge of innovating teaching and learning strategies | Desirable |

• Successful experience or the ability to teach subject at GCSE	Essential
• Successful experience or the ability to teach subject at A Level	Desirable
• Highly competent in ICT and the use of computers	Desirable
• Excellent communication skills	Essential
• Excellent behaviour management skills	Essential
• Commitment to the safeguarding of young people	Essential
• A willingness to be fully involved in the wider life of Shelley College, including extra-curricular activities.	Desirable
Other (Physical, mobility, local conditions)	
• Is willing to work flexibly within scope of overall hours, e.g. evening meetings.	Essential

Expertise in Role - After initial and advanced development

- Successful experience or the ability to teach at A Level
- Evidence of monitoring and evaluating interventions and strategies
- Evidence of data analysis and strategies used to improve performance
- Evidence of on-going continuing professional development.

Structure



To apply, please complete an application form on the TES website, which can be found on our career site here: <https://www.tes.com/jobs/employer/-1082675>

Closing Date: Monday 5 December 2022 12.00 noon