

BOWER PARK ACADEMY

**Principal: Stuart McLaughlin BA, MBA, NPQH, FCCT and FRSA**

**Information for the Post of:**

**Teacher of Business Studies/It Teacher**

Closing date for applications is Wednesday 26th February however, due to the high response expected for this vacancy, we reserve the right to close this vacancy once we have a suitable pool of candidates, which could be prior to the closing date.

Teacher of Business Studies

Thank you for your enquiry regarding the post of teacher of Business Studies/ at Bower Park Academy. The successful post holder will also be expected to teach ICT in Key Stage 3. I hope the following information will prove useful in considering an application.

The Academy

Bower Park Academy is an oversubscribed school catering for pupils aged 11 to 16 from the London Borough of Havering and surrounding areas. It offers a broad and balanced curriculum designed to help all students succeed and fulfil their potential.

The Academy joined the Empower Learning Academy Trust, with Hall Mead School and The Brittons Academy in September 2017. Hall Mead is an outstanding school with teaching school status. The new MAT is using best practice development to support all staff in the Trust to improve the quality of provision. Furthermore, with its teaching school status, the Trust is benefitting from excellent CPD opportunities for all staff in terms of both teaching and leadership.

This is a very exciting time to be joining our learning community. In our most recent Ofsted we were judged to be good across all categories. This is a remarkable achievement given that fifteen months before, the school was placed into Special Measures. Our goal now is to accelerate our progress to achieve outstanding outcomes for our students.

If you want to be part of a rapidly improving school and have the determination and desire to make a difference to the life chances of every student attending the Academy, we would welcome your application.

**Our Vision, Values and Mission**

It is our aim to provide high quality learning for all students attending Bower Park Academy.  This will be achieved by building a strong learning community and culture of learning consisting of students, staff, parents and the wider community. Underpinning this learning community will be high expectations and high aspirations. We expect students to be fully committed to their learning by trying hard at all times and coming to school prepared to learn to the best of their ability.  Students will also be expected to aim high and not limit their aspirations.  If they work hard and set themselves ambitious goals, they will achieve success at school.

**The Academy Mission:**

Aspire to achieve, enjoy and excel

**Our Core Values:**

* Respect
* Passion
* Endeavour
* Aspiration

**Vision Statement:**

* Our vision is to strive for excellence to transform the life chances for all.
* Through determination and resilience, every child will excel to obtain outstanding outcomes across a breadth of experiences.
* Students will develop into well rounded valued citizens, ready and equipped for a future world, and embracing a love of life.

**We believe in:**

* The power of teaching to transform lives
* Clear empowerment and accountability
* Building self-esteem at all levels
* Creating a culture of high expectations
* Rewarding effort and making learning fun
* That the school is responsible for delivering an inspiring curriculum
* That Working together with all stakeholders should support better outcomes

A crucial element of our vision, mission and values is the high quality support and guidance all learners will receive. The Academy is divided into four Houses and each House is further sub-divided into Learning Families or vertical aged tutor groups. Through the Houses system we will provide a strong focus on each students’ learning and progress. All students will have Individual Learning Plans, which are reviewed regularly by the Learning Family Tutor. Consequently, the role of Learning Tutor is a vital part of the Academy’s ethos and this role.

Each subject belongs to a School of Learning aligned to a particular House led by an Assistant Principal. In effect, the teachers from each subject are the Learning Family Tutors in their related House:

* Moore House The School of Science & Sport

(Science, Physical Education and Computing)

* King House The School of Social Sciences

(History, Geography, Art and RE)

* Edison House The School of Mathematics and Technology

(Mathematics and Technology)

* Rowling House The School of Communication

(Business Studies/IT, MFL and Performing Arts)

**The Post**

This is an exciting opportunity for someone who is passionate about Business Studies and would like to develop a new options subject at the academy. We are looking to broaden the range of subjects on offer in Key Stage 4 and aim to introduce Business Studies to year 10 in September. Initially, the successful candidate will be expected to teach some ICT in Key Stage 3.

If you are passionate about Business Studies and have ambition to develop as a teacher, then this post provides an exciting opportunity and we would be very interested to hear from you. We will offer excellent CPD within the department and outside of it to develop your leadership skills so that you are ready for the next step on your career path.

Visits to the Academy are welcome. Please contact the HR Business Partner, Mrs Debbie Grix (grixd@bowerpark.co.uk) to arrange a visit – you will be very welcome.

**BOWER PARK ACADEMY**

**JOB DESCRIPTION**

**Post: Teacher of Business Studies**

**Accountable to: Head of Computer Science**

**Accountable for:**

* To support the Principal and SLT in meeting whole school priorities and realising the Academy’s shared vision.
* Ensuring good quality teaching and learning
* The standards of attainment – ensuring that Academy targets for your classes are met or exceeded
* Student Progress – Ensuring that all students in your classes make progress which is in line or exceeds the Academy’s expectation
* The quality of marking and feedback to students so that they are fully aware of what they do well and how they can improve
* Establishing a culture of high expectations and embedding ambition
* Creating a positive learning environment where students are stimulated and motivated to learn
* To fulfil the duties and expectations of a member of staff at the Academy
* To fulfil the duties of a Learning Family Tutor

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| **Accountabilities** | **Roles and responsibilities** |
| **Leading Learning** | 1. To fulfil the schoolteacher’s conditions of service as detailed in the School Teacher’s Pay and Conditions Act.
2. Delivering the National Curriculum for the subject to all age groups and all ability levels
3. Take responsibility for the development, organisation, monitoring and evaluation of courses or schemes of work or series of lessons as part of your contribution to the subject team.
4. To plan and delivery lessons of the highest quality that meet the needs of all students in each classso that all students make excellent progress over time.
5. To assess student progress on a regular basis in order to monitor learning and progress. To use assessment to plan lessons designed to meet the needs of all students.
6. Marking, assessing and recording progress in line with Academy policies ensuring that all students receive high quality feedback on their work in line with the Academy’s marking policy so that learners know what they have done well and understand how to improve.
7. To set and mark homework that motivates students, contributes to their learning and helps develop effective skills for learning.
8. To create an effective climate for learning so that all students can learn effectively and make progress in every lesson.
9. To ensure that the Academy’s Behaviour & Attendance Policy is followed so that students are motivated and rewarded when they do well and that inappropriate and distruptive behaviour is dealt with consistently and effectively.
10. To fully commit to your own professional development in order to improve pedagogy and deliver lessons of the highest possible quality
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Your duties will be as set out in the above job description but please note that the Academy reserves the right to update your job description, from time to time, to reflect changes in, or to, your job. You will be consulted about any proposed changes.The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other reasonable duties.

**PERSON SPECIFICATION**

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| Criteria  | Job Requirements |
| *Qualifications and experience*  | * Qualified teacher status in the subject area
* Experience of teaching across both Key Stages either on teaching practice or in your current post

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| *Skills and Abilities* | * To demonstrate the skills of a good teacher
* The ability to interest, encourage and engage students
* Provide appropriate levels of challenge so that students make good progress
* Use methods and resources that enable all students to learn effectively and acquire new skills and knowledge
* Use assessment information effectively to plan next steps in students learning
* Secure high standards of behaviour
* Enable students to develop the skills to work independently and collaboratively
* Create a well organised, stimulating learning environment
* A commitment to raising achievement
* The ability to work as part of a team in planning and implementing the curriculum
* The ability to work within the framework of national and whole school policies to ensure consistency of practice
* The ability to relate to and communicate effectively with parents and carers and to encourage their active participation in the educational process
* A commitment to further your own professional development and to the principle of continuous improvement
* A proven track record of recent and successful class teaching in an 11-16 school
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| *Knowledge & Understanding* | * Good understanding of current theory and practice of best practice in teaching and learning
* Knowledge of the National Curriculum
* Good subject knowledge for identified preferred subject
* Understanding of effective strategies for maintaining high standards of discipline within the classroom
* An understanding of equality of opportunity issues and how they can be addressed in schools
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