



Teacher of Business Studies

Candidate Information Pack



November 2021

Dear Candidate,

Since inception, King Solomon Academy has consistently been one of the highest performing non-selective schools in the country. We are redefining what is possible and we are seeking an exceptional teacher of Business, ready to our high-performing school and to contribute to the achieving of our mission. This is a unique opportunity to be part of showing what education can achieve.

KSA aims to transform the lives of its pupils. Our mission is to provide a rigorous education that prepares our pupils for success at university and beyond, irrespective of their starting point. Our teachers and leaders do whatever it takes to make this a reality. Our Business provision is a core component of our Sixth Form offer and we seek a teacher who is able to contribute to an exceptional Business education through excellent planning and teaching. This is an exciting role in an exceptional school working alongside an inspirational team, both within King Solomon Academy and with the Professional Pathways team across the Ark network.

Business Studies is taught exclusively at Key Stage 5 at King Solomon Academy, meaning students arrive to Sixth Form ready to be moulded as Business students. We are proud of the outcomes achieved by students in Business to date and of the excellent university destinations of Business alumni. Our KS5 BTEC students play a key role in the school community, leading school wide events for other year groups as part of their course, showcasing their entrepreneurial spirits. We seek a teacher who is ready to build on the impressive outcomes in Business.

To apply, and to see more information about the school and this role please visit <http://kingsolomonacademy.org/current-vacancies>. The deadline is **11am on Friday 26th November 2021, but applications will be reviewed when they are received.** To discuss the role, please feel free to email the Principal's PA, Shaheen Riaz (s.riaz@kingsolomonacademy.org) or phone on 020 7563 6901.

We wish you the very best with your application,

Max Haimendorf
Principal

Principal

Max Haimendorf graduated from the University of Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following roles at Teach First he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016. He was awarded an OBE for services to education in the Queen's Birthday Honours of 2020.



“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”

Vice Principal

Siobhan Crompton graduated from the University of Cambridge with an BA in Modern and Medieval Languages and later completed a Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 as a teacher and has since performed various roles in the school, including Head of All-Through MFL and Assistant Principal. She was made Vice Principal in September 2020 and leads on the curriculum and teaching and learning.



Assistant Principal – Head of Sixth Form



Richard Tindell graduated from the University of Oxford with an BA in Philosophy, Politics and Economics and later completed a Masters' degree in Development and Education Economics at The Institute of Education. He joined KSA in 2015 having been a Head of Faculty at two previous London schools. After leaving his first Teach First school Richard worked in international development for two years, mainly based in Africa. Richard is an experienced examiner, acting as Lead Examiner for Paper 3 of the Pre-U Economics qualification for a number of years and is currently Chief Examiner for the new Oxford AQA International Economics A Level. Richard has been Head of Sixth Form since September 2016 and will line manage this role.

Positive Action and inclusive recruitment at KSA

We are keen to bring new perspectives and backgrounds into our school to build a diversity of thinking so that we can build the best school possible. Following an analysis of our teaching body, we are actively welcoming qualified candidates from Black and Ethnic Minorities, as they are currently under-represented amongst our teachers. This is particularly important given the diverse community we serve.

We want to make applying to and working at King Solomon Academy as inclusive as possible, and have a variety of systems in place to ensure that our approach is as fair and open as possible:

- Transparent application procedure, including a well signposted interview day, which tells candidates how they will be assessed and how they can prepare
- 'Blind' screening of applications, discounting identifying characteristics when shortlisting, in pairs
- Diversity and Inclusion training for senior leaders involved in recruitment
- Interview processes which include a range of leaders to avoid any individual bias
- Discussion with the Staff Working Group (staff consultative body) to ensure the recruitment process is inclusive.

Job Description: Teacher of Business Studies

Start date: January 2022 or April 2022 (start date is flexible)

Salary: Ark MPS/UPS (Inner London): £32,960- £52,976 +
TLR dependent on experience

The Role

To contribute a ground-breaking Business department which is nationally recognised for its impact, excellence, and innovation, by planning and teaching great lessons and guiding pupils to transformational outcomes.

Outcomes and Activities

- Prepare, deliver and assess learning to a high standard, ensuring great outcomes.
- Provide a nurturing classroom and school environment that helps students to develop as learners
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Academy

Outcomes and activities

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from appropriate curriculum leaders, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Academy Culture

- Help create a strong academy community, characterised by consistent, orderly, caring and respectful relationships

- Help develop a small school culture and ethos that is utterly committed to achievement
- Form teacher (teachers will usually be required to perform the role of form teacher):
 - Create and sustain a positive class culture
 - Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
 - Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents
 - Write appropriate comments in reports

Other

- Undertake other various responsibilities as directed by the Principal.

Person Specification: Teacher of Business Studies

Experience

- Experience of raising attainment in Business Studies

Skills and attributes

We are looking for alignment to our KSA values or at the very least, a candidate's clear, demonstrable capacity to develop them:

“Aiming high”

- Evidence of sustained impact in middle leadership
- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

“Working together”

- Works effectively as part of a team
- Seeks out opportunities to build on own and others' strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

“Being kind”

- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others

“Leading the way”

- Has a passion for working with children
- Is a positive role model to others
- Is brave
- Shows initiative
- Feels passionate about creating a better future.

Other

This post is subject to an enhanced DBS check.



Ark Safe Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the

performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.