

THE CROSSLEY HEATH SCHOOL



**Department Leader for
Economics & Business Studies
CANDIDATE PACK**



KINDNESS



COURAGE



EXCELLENCE

Department Leader for Economics & Business Studies

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WELCOME FROM THE HEAD TEACHER

Welcome! My name is Dean Jones and I am the Headteacher here at The Crossley Heath School. It's a privilege to lead this remarkable school. Crossley Heath is steeped in rich history that dates back to 1585 with education taking place on this site since 1864 when the building was founded as an orphanage and school. This heritage provides the basis of inclusivity and social mobility that we still have at the heart of our ethos. We are an inclusive school family, building on our proud heritage to achieve our vision to be **"The leading school for educational excellence, where we nurture happy students with strong values so they all contribute positively to society"**. We believe in realising every student's potential to change the world for the better. Promoting values of kindness, courage and excellence from our students.

One of the most wonderful features of Crossley Heath is our warm, vibrant school culture, with a rich diversity of students from all backgrounds. We have aspirational classroom environments, a house system allowing all students of all ages to collaborate and compete, as well as commitment to a vast range of extra-curricular opportunities through clubs, sports and trips across the country and the world. This sense of care and community extends to our dedicated staff, who are passionate educators committed to the students and school we serve. If you are a hard working individual who thrives in a collaborative and supportive environment, I encourage you to explore the exciting opportunities at Crossley Heath School. We are always seeking talented individuals to join our team and contribute to the ongoing success of our students.

We are delighted that you are interested in applying for our Economics & Business studies vacancy. We currently deliver Pearson Economics B syllabus but are considering a move to Pearson Economics A with Year 12 in September 2025. Economics is a popular choice at A Level and consistently attracts two groups each year. Results are strong, with the department frequently ranking among the top five for both attainment and progress. Many students secure places at leading universities to study Economics or related disciplines. Business typically draws one A Level set each year, achieving results consistently above the national average. Many students choose to study Business further at A Level, and it is also our most subscribed option subject at Key Stage 4, with four enthusiastic groups. This is a new subject at CHS, with the first cohort finishing their GCSEs in 2026.

Details of the application process can be found on page 10 of these documents. Please visit our website (www.crossleyheath.org.uk) to explore the school further. Please do not hesitate to get in touch with the Chief Operating Officer, Mrs. Debbie Gallimore, (d.gallimore@crossleyheath.org.uk) if you require any further information in the first instance.

I hope you will take the opportunity to explore further and decide that this role is the right one for you and we look forward to receiving your application.

Dean Jones M.A.
Head Teacher, The Crossley Heath School



INFORMATION ABOUT THE SCHOOL

WHO WE ARE AND WHAT WE STAND FOR.

At Crossley Heath we see ourselves as a school family. Our school building was founded as an orphanage and school 160 years ago and the spirit of inclusivity and social mobility on which we were founded lives strong today. The school evolved into an amalgamation of Crossley and Porter and Heath Grammar Schools allowing us to trace our heritage back to 1585 and the origin of the school motto 'Omne bonum ab Alto' meaning "all good things come from above" which can both have a spiritual dimension and remind us to be thankful to the generations before.

We are a grammar school for entry into Year 7 which means students of all backgrounds are welcome at our school, they just have to show the aptitude to excel on the entrance examinations. We are proud of our diverse student body and much higher proportion of students accessing Free School Meals than other grammar schools as inclusion is at the heart of our ethos. We have a thriving sixth form which is integral to the life of the school. We embrace and celebrate our wide ethnic and geographic diversity and endeavour to be a genuinely warm, inclusive and vibrant school community.

OUR VISION: We truly look forward to welcoming students to The Crossley Heath School and championing their success throughout every moment of their time with us. We are a **school with a heart** and consider our staff, students and their families to be a school family. Our vision is to be **the leading school for educational excellence, where we nurture happy students with strong values, so they all contribute positively to society.** The happiness of our students really matters to us. We know that academic achievement will give them the brightest choice of future careers which will allow them to be happiest. Our aspiration is for our students to spread happiness too as positive role models for our values of kindness, courage and excellence. Our students will influence society for the better, leaving our school committed to making the world a better place.

OUR VALUES: Our values are **kindness, courage and excellence.** Crossley Heath students have the kindest manners, support others in a spirit of philanthropy and are inclusive in welcoming all people into our school family. We stand up courageously for what is right, celebrate the diversity of people from all backgrounds, recognise that the resilience to bounce back from failure is central to success in life and we develop the confidence to help influence the world to become a better place. Excellence is our goal, excelling academically through hard work, giving our all to sports and the arts, seizing every opportunity to shine.

OUR PURPOSE: **Unlocking potential; building leaders of the future.** We are a grammar school with the purpose of promoting the highest achievement and most aspirational future destinations for our students. In this way we are an engine for social mobility as we unlock the potential of the most academically able students, regardless of their background, to achieve the highest of goals. Our heritage has blessed us with a truly unique building and a spirit of philanthropy, such that we have a desire to promote the welfare of others through giving our time to support and fundraise for charities helping the most vulnerable in our local community. We are here to develop students with the strength of character, aptitude and positive commitment to sharing happiness as leaders of the future.

We have a vibrant House system which adds a strong sense of positive competition and affords students an opportunity to express themselves, demonstrate their talents, make lifelong friends and have fun. Indeed, many former students comment that some of their fondest memories are of taking part in activities for their House. Student leadership is a strength at Crossley Heath with all students, led by 6th form leaders, taking part in fundraising, Eco Schools, health and well-being initiatives. Extra-curricular activities, especially a wide variety of sports, are also a strength of the school as we have teams competing in rugby, football, netball, cricket and athletics throughout the year. Our school trips are many and varied across all subjects and with overseas trips ranging from Belgium to Berlin and Canada to China.

Partnership building is a Crossley Heath characteristic as we are a school family with highly supportive parents, carers and families, a vibrant local community and alumni who stay connected to our school for life. We care deeply about wellbeing and believe in being the friendliest and happiest school possible. Our staff are supported with a culture of listening, collaboration, commitment to professional development and an additional weekly free period on top of that typical in schools by way of a thank you for all that teachers do to support our wonderful students. Our students are the warmest and most welcoming people, they make being part of the Crossley Heath school family an absolute pleasure. Come along and see for yourself!



KINDNESS




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ADVERTISEMENT

THE CROSSLEY HEATH SCHOOL

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 (01422) 360272

 admin@crossleyheath.org.uk

 www.crossleyheath.org.uk

Head Teacher: Mr. Dean Jones M.A

Department Leader for Economics & Business Studies

Salary: MPS/UPS + TLR2C

To start September 2025

We would like to appoint an enthusiastic, highly motivated individual to lead this high performing department. The successful candidate should have excellent subject knowledge to promote further innovation within the department. They should also be an excellent classroom practitioner who can secure high attainment and strong progress with students of high ability in both GCSE Business and A-Level Business Studies and Economics.

We are a very friendly, down to earth school with a diverse student population. We welcome applications from all backgrounds.

Information about the school is available on our website together with an application pack and further details about the post. All completed applications should be returned to Mrs Gaynor Fisher, HR/Events Co-ordinator (g.fisher@crossleyheath.org.uk) by Sunday 23 February 2025. Interviews will be held on Thursday 27 February 2025.

We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff.



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JOB DESCRIPTION

Job Title: Department Leader for Economics & Business Studies

Grade: MPS/UPS + TLR2C

Line Manager: Assistant Head

Job Purpose

To provide dynamic and inspirational leadership of a small team of teachers in the Business and Economics department, and to lead the strategic development of the subject. To facilitate high quality teaching and learning which enables all students to attain high standards, and to drive improvement in levels of attainment, achievement and progress within the Business and Economics department.

Main Duties /Responsibilities

- Systematically monitor and evaluate the quality of teaching within Business & Economics and lead the promotion of excellent practice.
- Oversee and monitor the effectiveness of assessment procedures to ensure all students are able to make maximum progress.
- Take responsibility for performance management of staff, ensuring that appropriate objectives are set and that staff are able to access appropriate CPD.
- Ensure the development and training of department staff, including participation in performance review arrangements and the supervision of early career teachers or appointed teachers.
- Be accountable for curriculum provision that leads to strong outcomes for pupils, ensuring effective delivery by all teachers in the department.
- Ensure that arrangements for internal and external examinations and coursework are made, accurate marking takes place, and that students and parents are informed of outcomes in a timely manner.
- Ensure the school meets its statutory duty to provide a religious education and collective worship, including designing appropriate lessons for our tutorial program where required.
- Take overall responsibility for the Area Self-evaluation form
- Take responsibility for setting and monitoring departmental budget.
- Ensure appropriate curriculum provision with up-to-date schemes of work and Curriculum Ambition Plans (CAPS) that reflect national developments.
- Ensure that all staff are maintaining accurate and up-to-date records of student attainment and progress.
- Collate student data, analyse and agree action points with relevant staff and monitor implementation
- Lead on support and intervention for identified students at risk of under-achieving within the department.
- Monitor and evaluate the effectiveness of the courses, projects and new initiatives in the department.
- Ensure that department policies are in line with whole school policies and that training is provided to staff where necessary.
- Monitor and plan Business and Economics resources to ensure adequate and strategic provision of learning materials to enhance teaching.
- Disseminate and communicate key information to team members.
- Ensure consistency of approach and standards across the team.



JOB DESCRIPTION

NOTES

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually and it may be subject to modification at any time after consultation with the holder of the post.
4. All staff participate in the school's performance management scheme.
5. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.



PERSON SPECIFICATION

Department Leader for Economics & Business Studies January 2025

Qualities	Essential	Desirable	How Identified
QUALIFICATIONS	A good Honours degree in a relevant subject. Qualified Teacher Status	Additional qualification in Business/Economics or school middle leadership qualifications.	Application Form/Task
TEACHING EXPERIENCE & PRACTICE	Successful experience of teaching Business/Economics at GCSE and A level		Application Form/Interview
	An outstanding classroom practitioner with demonstrable impact on student progress, particularly with students of high ability		Application Form/Interview
	Targeted intervention for students to achieve outcomes above expectations	Perseverance and evidence of adopting of a range of strategies to support less confident students	Application Form/Interview
	Effective analysis of data relating to student performance to inform teaching		Application Form/Task
	Understanding of examination processes and other assessment system processes.		
	Provision of effective feedback to students to ensure continued progress		Interview
	Confident ICT skills	Use of new technologies to enhance teaching and learning	Application Form/Interview
	TRAINING & DEVELOPMENT	Evidence of recent training and development relating to subject	
Evidence of recent safeguarding training			Application Form
Commitment to developing own professional skills and practice		Evidence of recent training and/or development relating to subject	Application Form/Interview



PERSON SPECIFICATION

PERSONAL QUALITIES & SKILLS	A strong leader with the ability to plan strategically and operationally, allocate resources appropriately and design and effective curriculum.		Application Form/Interview
	Ability to lead, motivate, challenge and inspire others and evaluate the work of teams and individuals.		
	High standards of communication and interpersonal skills	Ability to provide high quality feedback to parents	Interview
	Ability to self-evaluate and reflect so as to improve own practice		Application Form/Interview
	A positive, proactive and resilient person who has the ability to manage workload effectively (own and others)		Application Form/Interview
	Empathy for young people and an understanding of issues which may impact on their learning		Interview
	A commitment to the promotion of good behaviour and a positive school ethos		Application Form/Interview
	Ability to support students in pastoral and personal guidance matters for example as a form tutor		Application Form/Interview
	Willingness to lead and contribute to extra-curricular activities, trips and visits		Interview
		Commitment to the ethos of the school and its values.	
	Commitment to implementation of school safeguarding practices and procedures		



WHY APPLY TO CROSSLEY HEATH?

You will be joining a school which is all about putting staff and students first. There are numerous wellbeing initiatives and social events to enjoy each term.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff

Other benefits include:

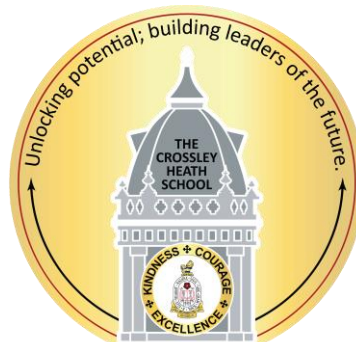
- ✦ Free parking
- ✦ Free access to onsite Fitness Suite
- ✦ Automatic enrolment to the Teacher Pension Fund / Local Government Pension Fund
- ✦ Excellent CPD programme

HOW TO APPLY

Applications must be made using the school's application form. The application form requires the names of two referees, one of which must be your current or most recent employer. If you currently work in a school, this should be from the Head teacher.

Closing date: **Sunday 23 February 2025**. Interviews will be held on **Thursday 27 February 2025**. Applications should be submitted by the deadline via email to Gaynor Fisher, HR/Events Coordinator, g.fisher@crossleyheath.co.uk

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. All staff are in a position of trust and therefore have a responsibility to promote and safeguard the welfare of children, young people and vulnerable adults in accordance with the nature of this post. The appointment will be subject to pre-employment checks, including an enhanced DBS check.



The leading school for educational **excellence**, where we nurture **happy** students with strong values so they all contribute **positively** to society.

