



**PROUD** TO MAKE SUCCESS HAPPEN



# BUSINESS STUDIES AND ECONOMICS TEACHER Applicant Pack

**Dear Applicant,**

**Thank you for your interest in working at Uxbridge High School.** I would like to take this opportunity to tell you a little about our unique school and to highlight the significance of this important appointment. You are applying to join an exemplary and highly energetic staff team that has moved the school into a very strong position both locally and nationally. I am looking for exceptional people with energy and drive to join us in this work.

We have much to celebrate at Uxbridge High School including a committed and focused student body and staff, outstanding facilities, strong relationships with the community and school partners, supportive governors and a thriving sixth form. We value the successes of every child, whatever their starting point, as a truly comprehensive and multicultural school that reflects life in modern Britain. You will enjoy the reward of working with a wide range of students, from a variety of backgrounds.

I would recommend that you spend time reading our most recent Ofsted report, which can be viewed here: [Ofsted report](#). The inspection report confirmed that there has been no change to this school's overall judgement of good as a result of this ungraded (section 8) inspection. However, the evidence gathered suggests that the inspection grade might be outstanding if a graded (section 5) inspection were carried out now. The report confirms our significant strengths in all areas of leadership, teaching, personal development and outcomes. We are particularly proud of our broad and ambitious curriculum, which prepares our students well for GCSE and A-Level study.

The current leadership team has embedded a number of changes to the approach we take towards learning, teaching and progress. These include rigorous self-evaluation, close monitoring of the impact of teaching on learning and highly individualised student and group tracking. Our lead practitioner team (LPT) lead on numerous initiatives to support this, for example, developing and supporting leadership of teaching at all levels. An extensive and rich CPD programme is highly valued by staff at all levels.

Our determination to eradicate any disadvantage, particularly through poor literacy and numeracy on entry to the school, allows our students to compete in a national context. This is one of the school's biggest challenges and one to which we apply a systematic, whole school focus, linked to a curriculum that is innovative, exciting and ultimately leads to student success. To this end we are constantly reviewing our curriculum pathways to ensure a rich and well referenced learning experience for all our students, whilst balancing the need to do the best for our students.

Our sixth form provision is exceptional with a broad and exciting post-16 curricula. We are highly successful in preparing students for a wide range of university, apprenticeship and workplace destinations.

As Principal, I operate with an authentic and distributive leadership style. To support this, I am looking for leaders and staff who subscribe to an open and trusting culture, who can bring a collaborative and 'can do' solution-focused attitude. We seek teachers and leaders who are able and keen to achieve excellence across the school.

The successful candidate will demonstrate their unrelenting energy and drive that will continue to allow Uxbridge High School to be a school that can guarantee to maximise student progress, achievement and opportunity through an outstanding education.

If you feel you can meet the needs of all of our students without limitation, and are excited to join us, then I look forward to hearing from you further

**Louisa Seymour, Principal**





# The Role

Uxbridge High School is a vibrant, forward-thinking school that celebrates the academic, social, and emotional growth of each student. We take pride in our diverse, committed student body, supportive staff, and strong relationships with the wider community. As a truly comprehensive and multicultural school, we embody the spirit of modern Britain, valuing every child's unique journey and success.

We are excited to offer a fantastic opportunity to join our dynamic and progressive Business Studies department. Whether you are an Early Career Teacher (ECT) eager to make your mark, or an experienced educator looking for a new challenge, we welcome your application to become part of our supportive and innovative team.

## What we're looking for:

- A teacher who leads by example, with **outstanding classroom practice** and professionalism.
- A passion for placing students at the heart of the curriculum, ensuring their learning is meaningful and engaging.
- A teacher driven to **make a difference**, committed to overcoming barriers and enabling every student to achieve **exceptional progress**.
- A **team player** dedicated to personal development and working collaboratively with colleagues.

## Benefits of Joining Uxbridge High School:

- Competitive salary and pension scheme.
- Opportunities for **career progression** and leadership roles within the department.
- A welcoming and inclusive environment that values **wellbeing** and promotes work-life balance.

Join a school that is committed to the PROUD TO MAKE SUCCESS HAPPEN, values of positivity respect, open mindedness, uniqueness and determination. We believe that success can only come through a close partnership between dedicated staff, confident students, supportive parents and a committed Board of Trustees.



Closing Date: Friday, 29th November 2024, midday

Start Date: April or September 2025

Contract: Permanent, Full Time

Salary: Main/Upper Pay Scale  
(Outer London Weighting)

## How to Apply:

- Completed application form on our website
- Include in the application your supporting statement (two A4 pages) outlining why you believe that you have the right skill set to undertake this role successfully. Please be sure to relate to the person specification and include examples of impact and evidence.

Should you have any questions about this role, please contact Magda Cimminiello, HR Manager on 01895 234 060 or [recruitment@uhs.org.uk](mailto:recruitment@uhs.org.uk).

*Uxbridge High School is committed to safeguarding and promoting the welfare of children and young people. All appointments will be subject to receipt of satisfactory enhanced DBS check and pre-employment checks.*

***“To be part of an amazing school like this, you have to be PROUD. These values are part of everything we do and we are positive, respectful, open minded, unique and determined at all times. I feel so lucky to be at this school.”***

**Mariam Razaie – Year 7**



## Job Description

**Responsible to:** Curriculum Leader

### Overview of role expectations

In this role you will carry out the professional duties of a school teacher (as specified in the Teachers' Pay and Conditions Act) in accordance with any directions which may reasonably be given by the Principal / Leadership Team line manager / Curriculum Leader.

### Responsibilities and Tasks

Teaching and Learning:

- To plan and prepare courses and lessons.
- To teach, according to their educational needs, the students assigned to you, including the setting and marking of work as per the marking policy, including homework.
- To assess, record and report on the development, progress and attainment of students.
- To have regard at all times to the curriculum for the school.

Other activities:

- To promote the general progress and well-being of individual students and any class or group of students assigned to you.
- To provide guidance and advice to students on educational and social matters and on their further education and future careers.
- To make relevant records and reports including those for communicating and consulting with the parents of students.
- To communicate and co-operate with persons or bodies outside the school.
- To participate in meetings arranged for any of the purposes described above.
- To be involved in extra-curricular school activities.

Assessment and Reports:

- To provide or contribute to oral and written assessments, reports and references relating to individual students and groups of students.

Appraisal:

- To participate in arrangements made in accordance with the Uxbridge High School Appraisal Policy.

Review, Further Training and Development:

- To review from time to time your methods of teaching and programmes of work.
- To participate in arrangements for your further training and professional development as a teacher.

Educational Methods:

- To advise, participate and co-operate with Curriculum Leaders and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements.

Discipline, Health and Safety:

- To maintain good order and discipline among the students and safeguard their health and safety both on and off the school premises.
- To act in accordance with school policies on health and safety issues.

Staff Meetings:

- To participate in meetings at the school as necessary.

Administration:

- To participate in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the school and the ordering and allocation of equipment or materials.
- To attend assemblies, register the attendance of students and supervise students, whether these duties are to be performed before, during or after school sessions.

Cover:

- To cover for absent colleagues when unforeseeable circumstances arise and to suit the business needs of the school.



# Teacher Person Specification

## Qualifications / Education / Training

- Qualified Teacher Status / PGCE or equivalent.
- First degree.
- Evidence of continuing and recent professional development including leadership CPD.
- Further degree.\*

## Experience

- Successful teaching experience at either school(s) or on main teaching practice.
- Track record of good or outstanding lessons.

## Skills, Knowledge and Abilities

- Ability to be an imaginative and effective teacher and to relate well to children.
- Ability to teach all ability groups, meeting the needs of all students including those with SEN.
- Ability to teach their subject across the school up to and including A Level.
- To have an updated knowledge of the delivery and assessment of the national curriculum.
- Ability to maintain high levels of student engagement.
- Ability to manipulate data and to access and maintain electronic records and reports.

## Equal Opportunities

- Commitment to equal opportunities and inclusion.
- Ability to promote and support the school's Equality and Diversity Policy.

## Disposition

- Ability to work hard with competing deadlines and prioritising appropriately.
- To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal.
- To believe in the importance of teamwork and a collaborative approach and be able to build supportive working relationships with colleagues both within and outside the curriculum area.

- A willingness to commit time to extra-curricular activities.
- Demonstrate an innovative, diligent, "can do" attitude.
- Energetic and enthusiastic, with a naturally positive outlook.
- A willingness to be involved in curriculum development.

\* *Desirable*



# PROUD TO MAKE SUCCESS HAPPEN

## Our Vision

Uxbridge High School is a happy and ambitious school which enriches individuals academically, socially and emotionally.

## The UHS Way

We develop the whole student in a safe, inclusive, and supportive environment. We nurture students' ambitions ensuring all are **PROUD** of their success.

The UHS Way is the foundation to everything we do, ensuring we:

- Provide exceptional learning experiences.
- Cultivate excellence in each student.
- Have a safe, respectful and happy community.
- Prepare students for future opportunities as global citizens.



Uxbridge High School students are **PROUD** to be:

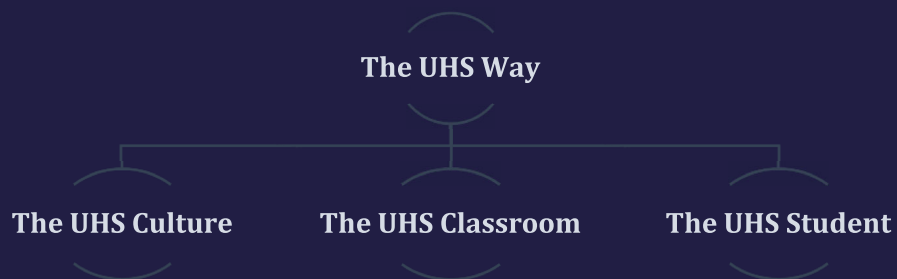
**POSITIVE** to learn new knowledge and thrive on developing their skills.

**RESPECTFUL** and kind to all members of our school community and its environment.

**OPEN MINDED** and happy about all new opportunities.

**UNIQUE** in their demonstration of skills and talents.

**DETERMINED** to achieve their best in all areas of the curriculum.





# Benefits & Rewards

Uxbridge High School employees benefit from:

- **Early finish on Fridays** (our students are dismissed at 1.00 pm)
- **We support flexible working: 16% of our staff work flexibly (including 9% of teaching workforce and 37% of associate staff).**
- We support **the work life balance** and have family friendly policies: we give our staff **three paid days of special leave for medical appointments and three paid days for childcare/emergency leave.**
- **We offer private health care** which includes: 24/7 GP and mental health helplines, medical diagnosis and treatment, physiotherapy, cancer support, social care advice and wellbeing hub, rewards and benefits.
- **July start for Early Careers Teachers**, paid induction for new starters, paid duties, interest free travel loans, interest free loan for ECTs (up to £1500), financial support for higher and further education.
- **Staff events:** Christmas lunch and end of year event, sport days.
- **Staff wellbeing:** staff wellbeing group, yoga sessions on site, running club, five annual INSET days to deliver exceptional CPD with TOIL days for twilight INSET which gives staff **longer Christmas and Easter holidays**, wellbeing is our appraisal target, **Occasional Day off in Autumn.**



# FURTHER INFORMATION

We have energetic and dedicated teachers, middle leaders, and senior leaders at Uxbridge High School. The board of trustees is well established and is resolved to drive and support our future development.

We value the dedication of our staff and are mindful to create a work environment that ensures well-being and supports productivity in the classroom. Uxbridge High School was one of the first schools to fully partner with Teach First. We continue to support new recruits into the profession and value the energy that they bring. We are innovative, creative and flexible in our recruitment and development of all staff.

## **Our Facilities**

We are fortunate to have an open campus with extensive playing fields. Our original school building, dating from the early 1900s, is still in use and is complemented by a range of more modern buildings. You will work in an exceptionally well-maintained school with high-spec specialist classrooms, laboratories and facilities.

Our most prestigious accommodation includes an excellent £6m sixth form centre, a state-of-the-art full size indoor sports facility and a new £2.1m art, drama and music centre.

## **Our Partnerships**

To ensure the best opportunities for our students we have strong relationships with several local universities and partner schools in Hillingdon, nationally and internationally. We also work closely with organisations such as Teaching Leaders, Teach First, Be Her Lead and the Royal Shakespeare Company.

## **Our Website and Social Media**

You can find out more about our work by looking at our public profile. Our website [uhs.org.uk](https://uhs.org.uk) and a selection of our social media accounts, linked below, give a fantastic insight into the extensive opportunities that form such a valuable part of our curriculum and are used widely by parents and other stakeholders:

- [twitter.com/uxbridgehighsch](https://twitter.com/uxbridgehighsch)
- [twitter.com/UHSPrincipal](https://twitter.com/UHSPrincipal)
- [twitter.com/uhs\\_VAPA](https://twitter.com/uhs_VAPA)
- [twitter.com/UHSPE](https://twitter.com/UHSPE)
- [instagram.com/uxbridgehigh](https://instagram.com/uxbridgehigh)

We also have a LinkedIn page, giving updates and current vacancies: [linkedin.com/company/uxbridgehighschool/](https://linkedin.com/company/uxbridgehighschool/)

## **Our Location**

Uxbridge is in the London Borough of Hillingdon in West London. We are in an urban area with a rapidly expanding population, but have easy access to the green spaces surrounding London.

The school is close to Uxbridge town centre, which is served by bus and tube links to central London, and has easy links from Hayes and West Drayton which is served by the Elizabeth Line. The M4 and M25 motorways link us to the national road network and Heathrow Airport provides global connections.





Humanities  
English  
ICT  
Orchestra Building  
Jubilee  
The Dome

LANCASTER BUILDING