

# Discover...



REDMAIDS'  
HIGH SCHOOL  
FOR GIRLS | BRISTOL



## Head of Economics and Business Studies

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Closing date: Monday 16 May 2022



## About this Post

Following the promotion of the current post-holder, we are seeking a dynamic and inspirational Economics and Business specialist to lead this thriving department into the next phase of its development.

The Economics and Business department is a large and growing department offering GCSE (Edexcel) Business and both A Level (Edexcel) Economics and Business. This year has also seen the successful introduction of the Redmaids' High Foundation MBA as an additional option in the Sixth Form, allowing students to investigate topics outside of the traditional Business specification.

Our students achieve highly, and many go on to study Economics or Business at degree level, either at university or through degree-level apprenticeships. The department prides itself on its excellent added value and the collaborative relationship between staff and students to achieve the very best outcomes.

The department runs trips to a variety of locations, organises enterprise challenges and regularly hosts local business speakers. Students are also encouraged to participate in external essay competitions. The department is a dynamic place to be, and we are always looking at the best ways to evolve our teaching and learning to replicate the changing and global world of Business and Economics.

Redmaids' High is an inclusive environment and is continuing to take steps to enhance and improve our diversity and equality of opportunities. We welcome applicants from all backgrounds.

## About the School

Occupying a spacious, green and open site near to Bristol city centre, Redmaids' High School is the oldest Girls' School in Britain with a history that dates back to 1634. Formed out of a merger between the Red Maids School and Redland High School in 2016, we are proud to be one of the the leading independent day schools in the South West.

Staff and governors of the school are united in their vision of an ambitious and caring education, which helps each and student fulfil their aspirations. We are committed to playing a proactive role in encouraging students to define and shape not only the paths they will take, but the wider world around them beyond their time with us. High standards of personal achievement are nurtured as part of a warm and supportive community, where equal emphasis is placed on independence and co-operation. Students relish the chance to consider how their individual ambitions can be realised through effective collaboration, as well as throwing themselves into a diverse range of opportunities across the school.

Staff development is an important part of our approach, providing teachers with the best possible platform to demonstrate their subject passion and expertise. Inspiring students by communicating our own love of subject to them is a key part of our approach, reinforced through educational research and a collaborative environment. Technology plays an important part in the life of the school, with all students and staff having their own iPads. This has allowed us to develop a range of approaches to better work and communicate with students in all areas of the school, as well as developing the foundations for their engagement with the changing world around us.

All members of the community are involved in the vibrant extra-curricular life of the school. Whether supporting our superb music, dance and drama productions, leading academic clubs and societies or participating in trips, there is much to enjoy for teachers and students alike in the world beyond the classroom walls. We are fortunate to have superb facilities available across the school site; our Sixth Form centre is a world-class space, while the main hall provides an outstanding venue for productions and concerts and is a beacon for performing arts across Bristol. The 2021-2022 academic year has also seen the completion of Phase 1 in our ambitious plans for sport, with the launch of 'The Lawns' and top-class facilities for hockey, netball and a plethora of other sports.

## **Mission Statement**

Our Mission Statement is a simple one:

Redmaids' High is an inclusive community, based on happiness, aspiration, and support for others.

Our statement is supported by our Values, which outline the core aspects that will help us fulfil our mission. These are:

- To know and understand each individual student.
- To help students to understand themselves and their strengths.
- To inspire students to forge a future of lifelong learning, in all its guises

Our mission and values are simple, and deliberately so. We are proud of the achievements and destinations for all of our students, and this is the result of the hard work by all members of the community to ensure that students feel known and valued for who they are, as well as inspired about what they can be. We want all students leave with the strong sense that they can go on and make a difference in their world, whatever they go on to do. A student's definition of success is their own, but what we instill in them is a feeling that their sights should never be lowered by external forces.

## **About the Role**

The Head of Economics and Business Studies is a key middle leadership position at Redmaids' High School and is responsible for leading the delivery and development of these two subjects in years 10 to 13.

In keeping with our core values and mission statement, supporting and inspiring our students as they define their own terms of success in a culture of high aspiration is the key responsibility for all of us. At the heart of the role is the strategic leadership for these two subjects, as part of a wider school curriculum, as well as the day-to-day management of the department to ensure that students receive inspiring teaching and a wealth of opportunities to participate in beyond the classroom.



Both Economics and Business have grown in recent years, with students recognising the increasing importance that either subject has to play in the wider world, and in furthering their own understanding of the changing landscape around them. The Head of Economics and Business is crucial in helping students to navigate such changes, giving careful thought and consideration to the shaping of schemes of work and the ways in which students will be expected to build core knowledge and key skills.

We have enjoyed strong results in both subject areas, which is the result of positive relationships between colleagues in the department and effective leadership by the Head of Department. This includes the monitoring and tracking of students, as well as the effective liaison with other key colleagues, for instance the relevant Heads of Year or SEND Coordinator.

The department has engaged proactively in conversations relating to teaching and learning, both internally and as part of wider school conversations. We are seeking a Head of Department who can build on this foundation, encouraging a reflective approach to lesson planning, working with colleagues through lesson observations and work scrutinies, as well as help inform and lead conversations on what strong subject specific pedagogy looks like in both Economics and Business.

As options subjects at both Key Stage 4 and 5, and with less formal curriculum time devoted to either areas in Key Stage 3, it is also expected that the Head of Department will continue to raise the profile of Economics and Business throughout the school. This might be through engaging in subject specific trips or enrichment days, the organisation of an exciting programme of speakers, or through collaboration with the Careers and Alumnae departments. Numbers are strong in all aspects of our offering within the department, and we are keen for this to continue.

## **Key Responsibilities**

In keeping with the strategic leadership and day-to-day management of the department, the Head of Economics and Business is responsible for:

- Maintaining standards of teaching and learning within the department to ensure that lessons are delivered to a high level.
- Ensure strong student progress, both through careful consideration to schemes of work and how they help students build for success, as well as through careful tracking and monitoring of student progress.
- Support students in the Sixth Form with their university or post-18 applications when in fields related to Business and/or Economics. This includes support for personal statement writing, wider reading and choosing appropriate courses or apprenticeships.
- Liaising with other colleagues where appropriate, for instance Heads of Year, other Heads of Department or the SEND coordinator.
- Identifying ways to promote the subjects to the whole school, through the running of subject specific clubs, trips, speaker opportunities and assemblies.
- Helping students to identify areas for success and engagement beyond the classroom, for instance through entering competitions or participating in enrichment events externally.



- Working with the Deputy Head Academic and Director of Sixth Form where appropriate to provide talks and information about both subjects as parts of the schools options process.
- Input into wider conversations in school about the development of 'softer' skills among our students, as part of the changing nature of the workplace in recent years.
- Oversee and manage the budget for the department.
- Line managing the teaching staff within the department.

The Head of Economics and Business Studies is a member of the Academic Committee and attends middle leader briefings each week.

All teachers and Middle Leaders at Redmaids' High are form tutors, and as such are also responsible for the pastoral care and well-being for their tutees.

As a middle leader, the Head of Economics and Business Studies is also expected to be a visible and positive presence around school, including for key events in the school calendar.

The Head of Economics and Business Studies has a time allowance of 4 periods per fortnight.

### **Person Specification**

The successful candidate will be:

- A warm communicator
- Passionate about education and single-sex education, and attentive to on-going developments, debates and training relating to pastoral and well-being matters
- Experienced in dealing with pastoral and safeguarding matters, including resolving or supporting complex situations and working with teams of people
- Accomplished in leading people, with a track record of developing positive relationships and fostering personal development among others
- A strategic thinker, experienced in developing ideas and bringing projects to fruition
- An excellent teacher
- Well-organised and with a keen eye for detail
- Comfortable in overseeing and responding to progress data and reports
- Compassionate, reflective and open-minded



## How to apply

A covering letter of no more than two sides, addressed to the Head, Mr Paul Dwyer, should accompany application forms. Please send to Jenny Bell at [j\\_bell@redmaidshigh.co.uk](mailto:j_bell@redmaidshigh.co.uk)

The closing date for applications is 9.00am on Monday 16 May 2022.

*Redmaids' High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In accordance with our Child Protection Policy we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bind-overs, including those regarded as 'spent' must be declared when applying. The applicant may post such a declaration in an envelope marked 'Private & confidential for the Head which will only be opened should the candidate be shortlisted. The successful applicant must obtain List 99 clearance and DBS (Disclosure and Barring Service) clearance at enhanced level.*