



Beths Grammar School

# Teacher of Business Studies & Subject Lead

Recruitment Pack





**Dear Applicant,**

Thank you for your interest in this exciting and very important post.

Beths Grammar School is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating and supporting intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

As a school, we are committed to being a world-class learning community that enables all young people to succeed. We aim to create young adults who are forward thinking, confident, motivated, competitive and are highly successful. They understand the purpose of becoming an independent learner and strive to become self-directed and comfortable with the unknown.

Central to everything we do is the culture of high expectation and aspirations. Students are encouraged to develop a love of learning and reading, to think for themselves and to maximise their full potential.

We are looking for an individual with real drive. Someone who is unafraid to tackle difficult issues, who knows what Outstanding looks like, and who, along with the rest of the team, is committed to working tirelessly to achieve it; someone with determination, resilience, humility and a sense of humour.

We are seeking a dynamic and innovative person, who is committed to providing the environment and opportunities for all in a world class learning culture. We are looking for someone who will support individual endeavour through high expectations, personal growth and development, whilst ensuring that exceptional achievement and excellence are embedded in all aspects of school life, and thus play a pivotal role in shaping the future of Beths Grammar School. The successful candidate will gain a wealth of experience from working across the school, receiving support and guidance from the Headteacher and a very experienced Senior Leadership Team.

If you share our passion for children and young people succeeding and our commitment to the development of the 'whole student', and believe you have the skills to lead and inspire others, we very much look forward to hearing from you.



With best wishes,  
**Mr R J Blyghton**  
Headteacher

*RJBlyghton*



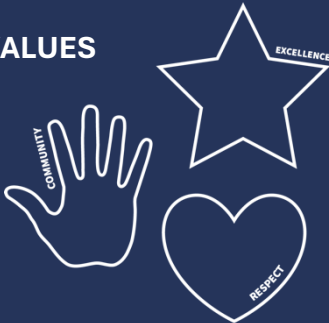
## BACKGROUND INFORMATION

Beths Grammar School is selective school for boys aged 11 to 16, and co-educational 16-18, in the Bexley and Kent area. We provide an exciting, purposeful and vibrant learning environment that challenges and supports all our students to thrive and achieve their potential. Students enjoy a rigorous, engaging and diverse curriculum which delivers the platinum standard of education, and makes us the selective and inclusive school of choice.

Set in acres of pleasant grounds, Beths Grammar School is located within easy commuting distance of both central London and Kent, offering the advantages of a diverse and forward-thinking community within a haven of green space. The mainline railway station is less than ten minutes' walk away; while for road users, there is a junction on the A2 close by (two of the three school fields run alongside the A2). Many staff choose to live close to the school, or in neighbouring boroughs, and the borough of Bexley has a wealth of high performing schools and good quality housing stock at competitive prices.



### VALUES



### Our inclusive ethos is encapsulated in our values of Excellence, Community and Respect, which are built on our rich heritage as a school.

These are at the heart of all we do for our students, helping us to foster a compassionate, close-knit school community where we all share the same high expectations, standards and care for our students and staff.

As well as being a beacon of academic pursuit and excellence, Beths Grammar School is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, clubs and societies, nurtures the whole child. This is why many boys – and girls in the Sixth Form – want to come here; and it is also why so many parents are pleased to send their children to Beths. Emphasis is placed on developing leadership skills, best exemplified by the work of the prefect teams, but also through opportunities lower down the school such as our thriving School Council. We believe our students are our best ambassadors. We value our students collectively and individually and acknowledge – and celebrate the fact – that they are all different.

The school has a wealth of history that we are constantly seeking to build on. Beths moved to its present site in 1961 and has the benefit of extensive playing fields. The original buildings have been significantly added to, including a major programme completed in 2000 which includes a superb sports hall. In 2003 we opened a new ICT facility, in 2005 a Science Centre, a Language Laboratory, in 2009 a new suite of five Language Teaching Rooms was built and in 2025 a new state-of-the-art Sixth Form Centre was opened. Further capital projects since then have included major refurbishment of the



Staffroom, Design & Technology and Performing Arts. While Beths is a traditional grammar school, it is geared for the twenty-first century. We embrace the role of tech and innovation, with both students and staff having their own electronic devices.

Beths is committed to staff development. We have a strong CPD programme based on the principle of 'expertise from within'. Staff at all career stages have opportunities to lead training and we are keen to develop the leadership skills of our members of staff as we are those of our students.

Our students achieve highly in Year 11 and the Sixth Form; but we are not complacent. At Beths we are determined to deliver the very best to our students – and we seek to recruit like-minded, outstanding practitioners who also want to give the wonderful young people who study here the world-class education they deserve.

Our website gives further information about the school. [www.beths.bexley.sch.uk](http://www.beths.bexley.sch.uk)



Mr R J Blyghton  
Headteacher

RJBlyghton





## Profile of Teacher of Business Studies & Subject Lead

Beths Grammar School is a large multi-cultural school on the borders between London and Kent serving a wide range of vibrant and exciting communities. We specialise in boys' education in the main school and have a large, co-educational 6<sup>th</sup> form.

The Business Department is a popular option for students at both KS4 and KS5. It is a well-established and developed department which is well resourced. The course introduces students to all they need to know about working in business, providing a solid foundation for further study. There is a clear focus on helping individuals become good decision makers, alongside developing managerial skills and techniques to help students become analytical problem solvers.

Throughout the course students develop the skills of data interpretation and essay writing to consider issues from more than one viewpoint and reach a reasoned conclusion. Our students are encouraged to use numerical data, think clearly and understand ratios, percentages and trends in data.

We are seeking to appoint an exceptional Teacher of Business & Subject Lead who is looking to join an outstanding and dedicated team for September 2026. This a very popular subject in KS4 and Post-16, so the ability to teach to A-level is essential. This post would suit an Experienced or Early Careers Teacher.

The post is an exciting and challenging one, offering exceptional opportunity to work within an outstanding department where we can offer you: the opportunity to inspire highly able and well-motivated students to fulfil and exceed their potential, and a dynamic and supportive working environment.



## Job Description

ACTIVITY	RESPONSIBILITY
<b>CURRICULUM</b>	<ul style="list-style-type: none"> <li>• To keep up to date in subject knowledge and with developments in AQA Business. This is transitioning to Edexcel at A Level for September 2026.</li> <li>• To continue the development of schemes of work that enthuse and interest pupils whilst building solid ability, knowledge and understanding.</li> <li>• To continue the development of curriculum plans.</li> <li>• To ensure curriculum coverage is based on high expectations and sound progression.</li> <li>• To ensure the curriculum contributes appropriately to cross-curricular areas such as literacy, numeracy, and ICT and to the social, moral, spiritual and cultural education of pupils.</li> </ul>
<b>GENERAL LEADERSHIP AND MANAGEMENT RESPONSIBILITIES</b>	<ul style="list-style-type: none"> <li>• To contribute to the teaching of Business across Key Stage 4 and 5.</li> <li>• To liaise closely with the Head of Department on curriculum requirements for the successful learning and teaching of Business.</li> <li>• To develop and refine long- and short-term development plans for Business.</li> <li>• To hold regular meetings with members of the Department which are focused on improvement of teaching and learning and on development more generally relating to Business across key stage 4 and 5.</li> <li>• To oversee the department's assessment and reporting in Business, in accordance with school policy.</li> <li>• To represent the subject in various school forums as requested, including Heads of Department meetings.</li> <li>• To provide accurate information for parents as required by the School and Department policy and attend parents' evening/academic tutoring interviews and other presentation meetings as reasonably directed.</li> <li>• To promote a single school ethos.</li> <li>• To promote the school commitment to the Continual Professional Development of all staff, developing and leading the Business CPD provision within the Department</li> </ul>
<b>TEACHING AND LEARNING</b>	<ul style="list-style-type: none"> <li>• To ensure that teaching and learning in the department meets the needs of all pupils – in particular to ensure that the able are stretched and the less able supported.</li> <li>• To monitor and evaluate pupil progress in Business across Key Stage 4 &amp; 5.</li> <li>• To develop the analysis of Business assessments, examination results and reports and</li> <li>• other data to inform teaching and learning practices in the department.</li> <li>• To monitor and evaluate standards of teaching and learning in Business across key stage 4 and 5 (learning walks, examining pupils' work through book scrutiny).</li> </ul>



	<ul style="list-style-type: none"> <li>To lead the development of the subject by: further developing the profile of the subject at all levels of the school, both inside and outside the classroom.</li> </ul>
<b>COMMUNICATION</b>	<ul style="list-style-type: none"> <li>Meet with the Head of Department on a regular basis or as directed by the Head of Department</li> <li>Measure and report progress towards the Department Improvement Plan at least once each term</li> <li>Share good practice within and across the Department.</li> </ul>
<b>EXTERNAL COMMUNICATION</b>	<ul style="list-style-type: none"> <li>Provide parents with information about curriculum, attainment, progress and targets.</li> <li>Meet with parents as necessary to discuss issues arising from such information.</li> <li>Liaise with Governors, examination boards, professional bodies and contribute to community links where appropriate.</li> </ul>
<b>STAFFING</b>	<ul style="list-style-type: none"> <li>Support Head of Department in:             <ul style="list-style-type: none"> <li>Ensure that appropriate work is set for supervised classes in Business Studies when staff are absent</li> <li>Ensure that staff are familiar with procedures as per the School Handbooks</li> <li>Work with SENDCO to ensure that IEPs are used to set subject specific targets and match work well to student needs.</li> </ul> </li> </ul>
<b>BUDGETS/ RESOURCES</b>	<ul style="list-style-type: none"> <li>Advise the Head of Department of likely priorities for expenditure.</li> </ul>
<b>OTHER SPECIFIED RESPONSIBILITIES</b>	<ul style="list-style-type: none"> <li>As directed by the Head of Department</li> </ul>

**Essential:**

- a graduate with good qualifications that include a good honours degree in a relevant discipline
- an outstanding classroom practitioner/potential and drive to become outstanding
- the ability to plan and deliver lessons which fulfil appropriate learning objectives
- an understanding of the role of assessment in learning and the ability to use assessment to promote learning outcomes
- an enthusiasm for Business Studies in general and the ability to transmit this to students
- the ability to relate appropriately to school children
- the ability to execute effective discipline in keeping with the policy of the school and department
- a good knowledge of a wide range of teaching and learning methods
- the ability to create your own resources and willingness to share good practice with other colleagues
- the ability to identify learning needs of individual students
- a team player
- a strong commitment to the central role of the Form Tutor



### Requirements of the Post:

- to contribute to the teaching of Business Studies across the age and ability range
- to be a Form Tutor
- to work within and contribute to established School and Department frameworks for:
  - lesson planning and delivery
  - student behaviour and care
  - student assessment
- to work within the school frameworks with regard to Health & Safety, Equal Opportunities and Safeguarding
- to provide accurate information for parents as required by the School and Department policy and attend parents evening/academic tutoring interviews and other presentation meetings as reasonably directed
- to help to further develop links with the wider community
- to promote a single School ethos
- to promote the School commitment to the Continual Professional Development of all staff
- to undertake any duties as may reasonably be required by the Headteacher.



## SALARY

The post is offered on the MPS/UPS Outer London + TLR2L for subject lead responsibilities

## WHY JOIN THE BETHS COMMUNITY?

- CPD programme for staff development, helping you to progress and deepen your career, skillset and passion
- 24/7 Employee Wellbeing Support Programmer (free & confidential)
- Personal equipment including dedicated laptop
- Teacher's Pension Scheme
- Cycle to work scheme
- Use of school gym
- Access to staff social events
- A good commuter location, situated between London and Kent

## APPOINTMENT PROCESS

Applications should reach the school by **9am 5<sup>th</sup> June 2026**. We prefer electronic submissions and application forms can be found on the school website, no CVs please.



**Please note that we reserve the right to close any advert before the advertised closing date should a sufficient response have been received. Therefore, please ensure that you complete your application as soon as possible to avoid disappointment.**

Beths Grammar School does not discriminate on the basis of race, religion, colour, sex, gender identity, sexual orientation, age, national origin. All employment is decided on the basis of qualifications, merit and professional values.

We at Beths Grammar School are committed to practice which protects children from harm. Safeguarding and the promotion of a child's welfare covers all aspects of the child's life and Beths Grammar School is committed to ensuring that all its actions in respect for a child are compatible with this aim. All positions are subject to a DBS enhanced disclosure check. Applicants must complete the school application form and in line with 'keeping children safe in education' and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. All shortlisted applicants will be required to complete a Self-Disclosure form prior to interview.