



The Stanway School



Teacher of Business Studies (permanent)

Information on the role,
the School and the Trust

The Stanway School

Take a virtual tour
of the school

The Stanway School is a popular and over-subscribed 11-16 school located in North-East Essex. We offer a modern learning environment with the latest facilities, including a brand new block opened just 5 years ago.

Dedicated to student success, Stanway consistently achieves positive Progress 8 scores and boasts a team of dedicated and passionate teachers who empower students to thrive and confidently transition to their next step.

Ofsted recently rated us Good in all areas, highlighting our commitment to academic excellence and holistic development.

At Stanway, students don't just succeed in the classroom. We offer a diverse range of clubs catering to various interests, from sports to board games. We also provide exciting opportunities in music and drama, with regular performances and trips and visits for every year group. Through The Stanway Experience, all students have the chance to travel abroad, participate in residential, and engage in various cultural events.

Join a thriving school within the supportive Sigma Trust

The Stanway School is seeking passionate and dedicated individuals to join our team. We offer a rewarding and collaborative environment where you can make a real difference in the lives of young people.

Benefits of working at The Stanway School:

- Be part of a supportive network: The Stanway School is a member of the Sigma Trust, a multi-academy trust in NE Essex. This offers you:
 - Collaboration and support: Learn from and share best practices with colleagues across the trust.
 - Increased career opportunities: Explore professional development and career progression within the wider trust network.
- Make a real impact: Contribute to the success of our students in a stimulating and nurturing learning environment.

We're seeking passionate individuals from all backgrounds to join our school community!

The Sigma Trust is proud to be an equal opportunity workplace. We are committed to equal employment opportunities regardless of any protected characteristics. This is embedded in our vision 'To Be Greater Than The Sum Of Its Parts', where we believe we are strong and more successful working together, creating a workplace which celebrates diversity

Interested in learning more? We encourage you to reach out with any questions about the position or our school. You're also welcome to schedule a visit to meet our team and experience our vibrant learning environment firsthand.



Meet the Business Studies Team

Joining our Business Studies Department at Stanway, you'll find a dedicated team that offers two different KS4 courses to meet the needs of different learners. This Department continues to be both successful in outcomes and popular with student choices.

This is a high performing team of fantastic individuals in a school with above average GCSE and non-GCSE results every year.



The school boasts modern, purpose-built classrooms, with staff bases on every floor for staff to enjoy mixing with the other staff in their area.

Elise, Head of Department for Business Studies:

"Here at Stanway, in our Business department, our learners are motivated, curious, and full of potential—Business Studies here is about more than just theory, it's about shaping future entrepreneurs. Our school is incredibly supportive, and you'll be joining a welcoming, collaborative team that works closely together to help both students and staff thrive."

"Students who take the course are known for their exceptional friendliness and maturity, creating a genuinely supportive and respectful learning environment for everyone to succeed."

John, Teacher of Business Studies:

"Despite being the Head of School, I still teach Business Studies - it's a great part of my week!"

"The course is really interesting and suits the demographics of our intake and our local area; this is a really important course for our young people!"

Teacher of Business Studies

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records, online checks and other vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.

We are seeking to appoint a qualified, enthusiastic and organised teacher to work within a dynamic, supportive and successful team at The Stanway School.

Hours/Weeks: Full-time or part-time considered

Pay: Main/Upper Pay Range

The start for this post is from Easter 2026 (there is flexibility with this), the closing date for applications is: Midday, Monday 12th January 2026, interviews will be held the following week.

The role will involve:

- In consultation with the Head of Department, to plan, design and produce teaching materials and resources which are appropriate to age and ability
- In accordance with scheme of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning
- Assess, record and report on the development, progress and attainment of the students assigned to him or her
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.

We're looking for you if you have:

- Qualified Teacher Status
- A degree
- The ability to teach a second subject
- The ability to teach great and inspiring lessons
- Experience of supporting staff and students in maintaining high standards

(The full details can be found in the attached Job Outline and Role Specification).

What we can offer:

- An exciting opportunity to teach in a successful, oversubscribed school;
- A competitive salary;
- Employee benefits: Pension Scheme, Holiday Pay, Employee Assistance Programme, 2 INSET days in the Autumn term for opportunities to travel;
- A full Continuous Professional Development Programme;
- Training and Support Opportunities through our membership of The Sigma Trust.



Job Description

Job Purpose

To promote the aims and objectives of the school and maintain its philosophy of education and to support the Headteacher in promoting the ethos of the School.

To meet and conform to the appropriate standards set out in the Teachers Standards and the current School Teachers' Pay and Conditions document or such other revised document/s as identified by the Department for Education.

Safeguarding Responsibilities

Fulfil personal responsibilities and support the CEO, Head Teacher and Deputy Head in securing compliance by those working in school, for safeguarding as set out in the Children's Act, Statutory Guidance and by the Local Children's Safeguarding Board.

These include:

- Operating a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services;
- Operating clear whistle blowing procedures
- Sharing information, with other professionals
- Assigning a designated professional lead for safeguarding
- Operating safe recruitment practices
- Ensuring appropriate supervision and support for staff, including undertaking induction, safeguarding training and reviews of practice
- Establish, operate and monitor clear policies for dealing with allegations against people who work with children

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Key Responsibilities

- To follow any current and applicable School Policies under the direction of the Head Teacher.
- To respond to the needs of the school, with particular reference to the teaching of groups and classes within the school, as deemed necessary by the Head Teacher in accordance with STPCD.
- To be a Tutor to an assigned Tutor Group if required, and to carry out related duties in accordance with the general job description of Tutor
- To carry out a share of supervisory duties in accordance with published rotas
- To participate in appropriate meetings with colleagues and parents relative to the above duties

Teaching

This job description is based on the DfE Teacher Standards which define the core purpose and functions expected of a good teacher.

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Person Specification

The Governors would like to appoint an inspirational Teacher who has the capacity to drive up standards of achievement and enjoyment.

The ability to teach across a range of disciplines will be required. Excellent organisation and management skills are required as well as a commitment to developing the profile of the subject within the schools. We would also anticipate the successful candidate would join colleagues in a structured programme of CPD.

The person appointment will be someone who:

- Is appropriately qualified and has sound subject knowledge.
- Enjoys working with young people.
- Is a committed and enthusiastic teacher who sets high standards within the classroom.
- Uses a variety of teaching strategies in order to meet the needs of all students.
- Has sound behaviour management skills and discipline both inside and outside the classroom.
- Has the ability to motivate students, act as a role model and form good relationships with them.
- Is innovative and dynamic.
- Has the capacity to lead and manage a team of teachers.
- Has the ability to establish and sustain effective working relationships with all colleagues.
- Is able to communicate orally and in writing to students, parents, governors, staff and other members of the school community.
- Will be generous in time and energy devoted to the job.
- Has a sense of humour and equitable temperament.
- Is in sympathy with and contributes to the philosophy, ethos and practices within the School and Trust.
- Has an appropriate range of relevant experience in education.
- Has a successful track record in teaching.
- Has the ability to be prepared to monitor and evaluate the work of their staff.
- Has the intellectual capacity and self confidence to generate, implement and sustain innovation and manage change.
- Has the potential and ambition for further promotion.