



Stoke Newington School
& Sixth Form

Recruitment Pack
**Head of Business
Studies**
Required for September 2026

Compassion



Ambition



Resilience



Excellence



Contents

Headteacher's Welcome	Page 3
Staff Benefits	Page 5
Job Advertisement	Page 8
Job Description	Page 9
Personal Specification	Page 14

Headteacher's Welcome

Dear Applicant,

A warm welcome to Stoke Newington School (SNS) and thank you for your interest in the post for **Head of Business Studies**. This is an exciting time to be working with us as we move forward to enhance our offer, so we achieve outstanding academic outcomes and close the gaps in student achievement.

We are an oversubscribed school with a diverse and enthusiastic student intake reflecting our local vibrant community. Our recent Ofsted inspection (July 2022) recognised us as a “Good” school with many strengths. Our students are “proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils,” and “teachers have strong subject knowledge and are passionate about their subjects.”

This is a key post for our school. You will become one of a strong team of middle leaders who oversee outstanding practice in teaching our diverse student intake. We expect you to be able to teach across our full age range, including A level. Whatever age group you are teaching we will expect you to be planning thoroughly for the engagement and progress of every student and to be promoting the enjoyment of A level Business Studies. We will expect you to be an advocate for students following degrees in Business.

You must have excellent interpersonal skills, a strong team ethic, drive, determination, energy, and the highest expectations of every student. You must be committed to excellent provision for our students in terms of classwork, homework and additional catch-up or enrichment classes.

We are committed to our pledge of being an anti-racist school and strive to have a workforce reflective of our school body. Applicants from Black and Global Majority backgrounds are strongly recommended to apply.

Best wishes,

Zehra Jaffer
Headteacher





Our core values and expectations for every student

At Stoke Newington School and Sixth Form, we want all our students to be proud of the school in which they study and be respectful and engaged members of the SNS community.

Compassion

We are polite and courteous and keep our voices quiet to show consideration for our community.

Ambition

We actively participate in lessons and use the feedback given to us to go above expectations.

Resilience

We understand that mistakes are part of learning and strive to work hard, even when the task may be challenging.

Excellence

We take pride in our smart appearance, the brilliant work in our books and our commendable behaviour.

Equality at SNS

We are incredibly passionate about creating a fair and equal community within our school. We set out these objectives to achieve and maintain an environment where every young person feels valued, cared for, and empowered to succeed.

Objective 1

Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups.

Objective 2

Reduce the incidence of the use of racist, homophobic, biphobic, transphobic and sexist language by pupils in the school.

Objective 3

Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Objective 4

Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs and disabilities.

Performance

You can view and download the full 2022 Ofsted report [here](#). For performance tables and more statistics about our school, please visit our page on the [Department for Education website](#).

Staff Benefits

We understand teaching and working in schools can be hugely rewarding but can also be demanding. Our staff are totally committed to the young people, colleagues, and families in our community. We seek for all our staff to have a healthy work-life balance. Our staff benefits are one way we show our appreciation to our staff.



Development and Training

Quality continuing professional development is essential to ensure everyone maintains and enhances the knowledge and skills necessary for a positive learning environment. As practitioners, we seek to be well-informed about recent evidence-based research. At SNS, we allocate time to implement strategies so teaching practice maximise the learning in the classroom. The SNS Teaching and Learning Hub is the teacher training, professional development, and quality assurance element of our school. The Hub, led by the Assistant Headteacher leading on Teaching and Learning together with the Lead Practitioner and Early Careers teacher Mentor, provide support and expertise to staff and departments across the school.

Flexible and Family Friendly

We know it can be challenging finding the right work-life balance. We want the absolute best people to work in our school, and so we want to support flexible working. We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. The number of part-time staff is above average for similar schools, and we always try to accommodate if the timetable and resources permit. It is important that staff who are parents, do not miss important milestone events, such as your child's first day at school or graduation. Where we can, we will support these important

moments. As part of our admission policy, staff members with children who wish to attend SNS are given a priority school allocation.

Pensions



Pensions are an important part of our life planning. We understand that and we want to make it as easy as possible for you to access the right pension scheme for you. When you join SNS, you are eligible to join the relevant pension scheme.

Health and Wellbeing

Balancing everyday life with the requirements for work and home can create pressures for all of us. Work is a large part of people's lives. Each member of the teaching staff is equipped with a laptop. However, it is vital to ensure that there is a productive, healthy environment that is conducive to a healthy lifestyle. We actively encourage emails to only be sent during 7am and 6pm of a school day, and not during the weekend. The school will operate a texting service to alert staff should there be a need in an emergency.

A subsidized lunch from our school canteen helps our staff through the day. The culinary offer is wide and highly popular with staff and students alike.

Optical expenses – we offer free eye tests for staff who use display screen equipment.

All employees are part of the Employee Assistance Programme. The Employee Assistance Programme is a 24/7 confidential service giving employees access to a range of support from lawyers, health, and wellbeing professional, financial and debt specialists, and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

Getting to Work

By public transport: Season ticket travel loans are available so staff members can take advantage of discounted annual fares for travelling to work by public transport.

By car: We have on-site parking. Applications will be considered on an individual basis. Please note, Stoke Newington School resides on a School Street which means you cannot enter Clissold Road between 8.30am-9.30am or 3pm-4pm. You can leave the road at any time.

Cycle Scheme: We encourage all staff to walk or cycle to work if possible. The school's Cycle Scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. Spread across monthly payments deducted from your salary.

Discounts

Staff are offered a Vectis card, this is a discount card offering savings across retail shops, tourist attractions and holidays. Clissold Leisure Centre, immediately opposite our school, offers a 10% discount on their membership scheme.

SNS Staff Association

A strong sense of belonging is essential for us to thrive in the workplace. Our staff association holds events for staff, and their families, from weekly football, half-termly socials and Family Fireworks evening. In addition, such events as the Community Evening and our annual school performance are open to all staff and their families.





Job Advertisement

Head of Business Studies

Required for September 2026

Inner London Pay Scale plus TLR 2B £5,913

The School

This is an exciting opportunity to contribute to a successful and popular 11-19 inner-city comprehensive school. The school is especially committed to creative teaching and learning. We aim that every colleague has excellent professional development which leads to every student having an outstanding education. Stoke Newington School is dedicated to being anti-racist, and inclusive, by striving hard to challenge through our curriculum. We seek to inculcate and strengthen the knowledge, confidence, and skills for all in our community to challenge racism.

The Post

You will be leading the Business Studies department and teaching the subject at KS4 and KS5. You will be supported throughout by a well-established leadership team, each of whom are highly ambitious for all students and staff member's success.

The successful candidate will:

- Be well qualified in Business Studies and have an excellent knowledge and track record of GCSE Business specification and the Pearson BTEC National Diploma in Business
- Have a passion for teaching across the age range 14-19
- Want the very best for and from every student and every member of staff
- Be ambitious for their future career.

How to Apply

The closing date for receipt of applications is **8 am Monday 18th May 2026**.

Interviews to take place in person the same week.

Our school is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. The successful applicant will be required to undertake pre appointment vetting checks in line with Keeping Children Safe in Education statutory guidance including an Enhanced DBS check. References will be sought and online searches will be carried out for all applicants invited to interview.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



Job Description

Title of Post: Head of Business Studies

Salary: Inner London Pay Scale plus TLR 2B £5,913

Reporting to: Assistant Headteacher

Function of the Post:

- Lead a department which has student progress, engagement, creativity and enjoyment at the heart of its ethos.
- Lead and manage teaching, learning and curriculum development in Business Studies.
- Be accountable for student progress and outcomes in the department.
- Using a wide range of assessment and feedback strategies accurately and to enable pupil progress.
- To prepare and teach lessons in accordance with the GCSE syllabus.
- To prepare and teach lessons in accordance with the BTEC syllabus.
- Monitoring and ensuring there is effective planning and delivery of lessons across the department.
- Lead and develop professional learning in the department.
- Be accountable for the line management of staff across the department.
- Ensure that the BTEC course provides an excellent foundation for students to move onto a wide variety of university courses or workplace apprenticeships.
- Actively recruit students from Stoke Newington School and beyond, ensuring that the BTEC has a high profile across Hackney and neighbouring boroughs.
- Support the Personal Development of students by offering at least one extra-curricular activity/meaningful encounter per year group every academic year

Main Tasks and Responsibilities

- Act as role model, setting the highest standards of stimulating, challenging, enjoyable and inclusive teaching and learning.
- Promote and foster enrichment, extension and extra-curricular activities for students, to develop their interest, motivation and enjoyment.
- Develop and improve the quality of teaching and learning in the department through observation, constructive professional feedback, modelling, team-teaching and, where appropriate, providing targeted training.
- Responsibility for promoting and improving the departmental environment for learning.
- Responsibility for strategic planning in Business Studies, ensuring that developments are aligned with school priorities.
- Lead the development of appropriate courses and syllabuses
- Work with other post-holders in the Sixth Form, ensuring that development across the Business Studies curriculum best supports student progress and achievement.
- Manage the subject budget effectively to achieve best value.
- Be a member of the Middle Leaders Team.



- Manage cover arrangements for absent colleagues.
- Lead on information for open evenings, prospectus and interviewing Business Studies students.
- Ensure literacy, numeracy, equality, diversity, fundamental British values and Personal Development are embedded into the curriculum.
- Ensure rigorous monitoring of student attendance, punctuality and progress against targets
- Comply with the Code of Conduct for staff.

Skills and Abilities

- Excellent communication and organisational skills.
- Ability to lead the team through gaining commitment and strategic planning and delivery.
- Excellent interpersonal skills and high-level ability to work collaboratively. This should lead to the professional development of staff and to the achievement of department aims.
- Excellent creative teaching ability.
- The highest expectations of every student and staff member.
- Commitment to personal career development.
- Ability to organise whole school/year-based activities.
- Ability to think and plan strategically and manage change.
- Ability to work hard under pressure.
- Ability to use I.T. effectively, including AI systems.

Knowledge and Understanding

- Knowledge and understanding of the curriculum including recent developments in Business education.
- Knowledge and understanding of the school's development plan and the role to be played by Business.
- Understanding of developing differentiated Schemes of Work including homework and assessment opportunities.
- Knowledge of strategies for supporting teachers and improving teaching and learning.

Equal Opportunities

- Understanding of the different social backgrounds of students.
- Understanding of the needs of different students, and the appropriate policies and strategies to support them.
- Understanding of the needs of bilingual students.
- Commitment to equal opportunities across all groups of staff



Experience

- Successful teaching experience of GCSE in Business Studies to students of all abilities.
- Successful teaching experience of BTEC National Diploma in Business to students of all abilities.
- Collaborative methods of teaching and working with colleagues in the preparation, assessment and monitoring work.
- Managing change and managing people.
- Leading on some aspect of achievement and curriculum development
- Using IT (inc. AI) to raise achievement and as a management tool.
- Experience as a form tutor and/or pastoral work.

Qualifications

- Qualified teacher status.
- Excellent degree in Business Studies.

General Requirements

- The postholder must always carry out their responsibilities with due regard to Hackney Education policy, organisation and arrangements for Health and Safety at Work.
- It is your responsibility to carry out your duties in line with Hackney Education policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.
- You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or encounter.
- Enhanced DBS check.