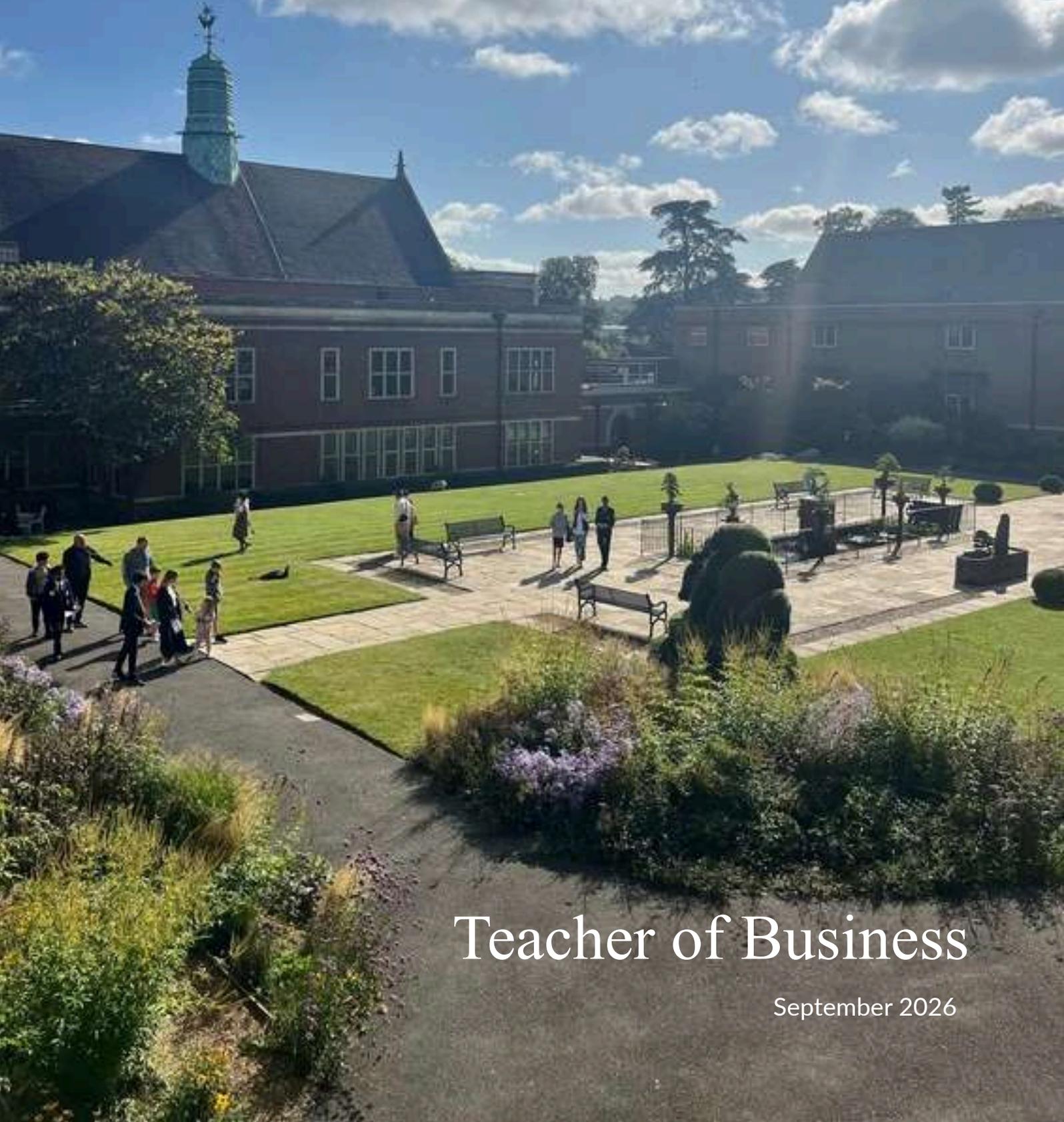




WHITGIFT



# Teacher of Business

September 2026

# An Introduction to Whitgift

“Superb cosmopolitan boys school, with outstanding facilities and a strong academic reputation - an example of what education is really about”

*Good Schools Guide*

“The co-curricular programme provides pupils with an exceptional range of clubs and societies which enables them to identify new interests and develop their skills. This programme is a significant strength of the school”

*ISI Inspection 2025*

“Pupils contribute confidently during lessons, persevere in the face of challenge and take risks to develop their knowledge and understanding”

*ISI Inspection 2025*

“You have an astonishing school”

*Sir David Attenborough*

Whitgift is an exciting and stimulating place to work, defined by high aspiration, positive challenge and strong pastoral care, enabling students and colleagues to thrive. The School educates approximately 1,500 students, including over 100 boarders, with day pupils travelling from across London, Surrey, Sussex and Kent and entry points at 10+, 11+, 13+ and Sixth Form. With an international outlook, onsite boarding and a dedicated International Education department, Whitgift offers breadth and depth of opportunity, preparing students exceptionally well for life beyond school.

A multi-cultural and multi-faith community rooted in a Church of England heritage, Whitgift reflects the diversity of South London and is united by shared values and aspirations (see School Aims). Building on outstanding academic results and co-curricular success, Whitgift continues to strengthen its position as one of Britain's leading independent day and boarding

schools, and offers a unique, inspiring and highly rewarding environment in which to build a career.

## Why Work at Whitgift?

- A school with a rich history dating back to 1596 and a strong reputation for academic excellence
- Rated a 'Significant Strength' for its co-curricular programme in the latest ISI Inspection, providing extensive opportunities for staff involvement
- A friendly, inclusive and diverse community
- Excellent transport links to London and the South East
- Modern onsite facilities set within a beautiful historic parkland
- Outstanding provision for sport, music and drama
- A strong international focus, with boarding at the heart



## Headmaster's Welcome

Welcome to Whitgift and thank you for your interest in this astonishing School. The features that make Whitgift so wonderful are many, but the overall atmosphere of high challenge, support, ambition and breadth encapsulates the 'why' of Whitgift.

This ethos is ably fostered by the colleagues with whom we work, and we are hugely fortunate to have a fantastically talented and committed staff body who enjoy working here. We are also privileged to educate a cohort of energetic, engaged and curious young men who come from an enormously wide range of backgrounds and play a huge role in creating the special community that flourishes here at Whitgift. Our tradition of service, giving back and purposeful partnerships means we are rooted in our locality. As part of the John Whitgift Foundation, we are proud of our heritage and equally eager to look for ways in which we might further improve our community.

That community is one where we care for the individual as well as each other, challenge our boys through our academic teaching, offer an extraordinarily wide range of opportunities for the boys and pursue excellence in all that we do. This reflects our holistic approach to education that enables our young men to thrive and flourish while here, and in their lives after Whitgift.

It is an exciting time to be joining this innovative and welcoming School, and I hope to welcome you here soon.

*Mr Toby Seth*



# School Life

## Academic Achievement

Whitgift offers a broad and flexible curriculum with a range of academic pathways leading to internationally recognised qualifications. Choice, flexibility, independent learning and international mindedness are central to our approach.

This approach has delivered consistently outstanding results, placing Whitgift among the top academic independent schools nationally. In summer 2025, record rate of A\*s at A Level (over 27%), 43% of GCSE grades at grade 9, and 98% of Higher Level grades at 7, 6 and 5 for the International Baccalaureate (IB) which recorded the strongest ever IB results. The majority of students progress to their first-choice higher education destinations, including Oxbridge, leading UK universities and institutions overseas.

## Pastoral Care

At Whitgift, pastoral care underpins every aspect of school life. We believe that students flourish academically and personally when they feel known, supported and encouraged.

Boys are challenged to step beyond their comfort zones with the confidence that they are fully supported, particularly through the tutor system. A wide range of pastoral and wellbeing support enables students to build resilience, confidence and the skills needed to navigate the demands of modern life.

"Pupils acquire advanced skills and knowledge in academic, creative and technological subjects."

"Pupils of all ages make good progress, achieving results in public examinations above expectations based on standardised baseline testing."

## Co-Curricular Life

Whitgift places exceptional importance on co-curricular provision, believing that sport, music, drama and wider activities play a vital role in developing confident, well-rounded individuals.

### *Sport*

Sport at Whitgift is outstanding, supported by excellent facilities including a £9m sports and conference centre and extensive onsite playing fields. Our inclusive ethos, 'Your Journey Is Our Passion', ensures every student is supported, whether participating for enjoyment and wellbeing or pursuing elite and professional pathways.

### *Music and Drama*

Music and Drama flourish at Whitgift, with extensive opportunities for performance, production and creative development. Students perform regularly at prestigious venues including the Royal Albert Hall, Royal Festival Hall and Cadogan Hall, with strong links to Croydon Minster and Fairfield Halls. The elite Drama programme challenges students across performance, direction and design, with the opportunity to attend the world's biggest arts festival, Edinburgh Fringe.

### *100+ Clubs and Societies*

Students can choose from over 100 clubs and societies, ranging from the £100 Enterprise Club and Animal Club to the Meteorological Society and the Green Power Car clubs. Vital elements of the co-curricular programme include Outdoor Education, the Duke of Edinburgh's Award and the Combined Cadet Force, reflecting Whitgift's commitment to breadth, choice and individual growth.



# Teacher of Business

## The Vacancy

The Department is very busy and expectations within the School are high. The successful candidate must be confident, proactive and reflective about their teaching. They must also have excellent communication skills, contribute positively within a team, and be committed to raising attainment through excellent teaching and learning.

We are seeking to appoint an enthusiastic and inspiring Teacher of Business who possesses a genuine passion for the subject alongside a capacity to share this effectively with students of all ages. A commitment to maintaining the high standards of the department would be expected, and there is excellent scope for an inspirational teacher to develop and apply their skills and knowledge at all levels. Involvement in the wider activities of the department would be expected.

The successful candidate will teach Business in the 6th Form including A Level and BTEC, and will be committed to developing scholarship, curiosity and a love of learning in our pupils.

Applications are welcome from both Experienced teachers of Business (with a strong track record at A Level) and are passionate subject specialist and Recently Qualified Teachers (Early Career Teachers) with an excellent academic background and with the confidence and subject knowledge to teach A Level.

The ability to work as a team is essential and candidates will also need to have good IT skills. All students are issued with laptops, working primarily with the Microsoft Education suite, with digital elements being effectively used to enrich teaching and learning practices. All academic staff are also expected to engage with the wider activities of the department and School.

Candidates should be willing to contribute to the further development of this department, which enjoys considerable popularity amongst the student body. The post represents an excellent opportunity to teach motivated students in a well-resourced department.

A proactive culture of developing talented and inspiring teachers is supported by the Senior Leadership Team. Training and development include regular in-house training for all teaching staff and well-resourced Initial Teacher Training and Early Careers Teachers programmes,

supporting those new to the profession.

The position reports to the Head of Economics and Business.

## The Economics and Business Department

The Economics and Business Department at Whitgift is taught by a well qualified and experience team of eight teachers who deliver the Economics and Business curriculum across the School from Year 6 to Year 13. The enthusiasm the team have for their subject is infectious and, as many have worked successfully in the world of commerce. This breadth of professional background enriches teaching and supports the department's aim of fostering both academic rigour and real-world relevance. Economics and Business at Whitgift is both challenging and contemporary.

The ethos of the Department is to engage the students in the subject through passionate and high-quality teaching, supporting each other in updating resources and sharing innovative ideas. Many staff also hold additional responsibilities within the School, contributing to its wider educational mission.

The department is led by the Head of Economics and Business, supported by the Second in Economics and Business, who together oversee the day-to-day running of the department. All members are encouraged to contribute to its development and smooth operation. The team is dynamic, confident, and collaborative, with individual teachers bringing a wide range of mathematical interests and specialisms.

The Department is very well-resourced; a strong budget allows us to have an extremely up-to-date and expanding department library, as well as a regularly updated bank of online resources. Classes are taught in rooms which are equipped with smart whiteboards.

## Curriculum

Economics and Business continue to grow in popularity with the number of students studying Business or Economics at A Level and IGCSE more than doubling over the last five years to over 400 in total.

### Business:

A Level: Business follows the Edexcel specification and is taught to over 50

students in total across the Lower Sixth and Upper Sixth. Each set has two designated teachers, with each teacher responsible for teaching one theme through the course of the year.

From September 2026, we are excited to be re-introducing the BTEC Business qualifications as part of our Sixth Form offering. We will offer two distinct and flexible pathways for students choosing to take BTEC Business. The Extended Certificate, equivalent to one A Level, or the Diploma, equivalent to two A Levels.

### Economics:

A Level: A Level Economics follows the Edexcel specification A. It is taught to over 150 students across the Upper and Lower Sixth, with multiple sets in each year. Each set has two main designated teachers, with each teacher responsible for teaching one theme through the course of the year.

### IGCSE:

IGCSE Economics (Edexcel) is an increasingly popular option in Fourth and Fifth Form, with approximately 200 students in total, taught across six classes in each year group.

## Academic Results

The Department is thriving, with expanding numbers and extremely strong results.

## Co-Curricular Activities

The Department run a number of very successful societies and enrichment activities. Economics and Business-related university courses are some of the most popular with our Upper Sixth students. Our Economics Enrichment Society aims to prepare Oxbridge applicants and provides all participants with an opportunity to discover and immerse themselves in topics that go beyond the syllabus.

*Whitonomics*, an Economics magazine written, designed and edited by the students themselves has now been in circulation for over ten years. The magazine has won multiple awards at the Shine School Media Awards. Writing articles for the magazine provides an excellent platform for students to explore the subject in more depth.

*The Investment Society* is open to all Upper School students, who have the chance to invest a virtual £100,000 into the stock market.

*The Junior Economics Society* is open to Third Form students. They participate in interactive activities, which illustrate the core principles of Economics whilst generating interest and helping them make a more informed decision over their GCSE options.

## Boarding

Our superbly equipped boarding facilities are ideally placed within the spacious grounds of Haling Park. A large proportion of boarders come from various parts of the United Kingdom, and some from 20 other countries across the world. As a Boarding School, stimulating opportunities may be available for the right candidate to contribute to the pastoral care of students as a Boarding Tutor – both residential and non-residential – along with a wide range of co-curricular activities which include outstanding sport and music programmes. Shortlisted applicants will be able to express their interest at interview.

## Teaching and Learning

At Whitgift our curriculum is designed to stimulate independent thinking and a lifelong passion for learning and intellectual life in its broadest sense. Alongside providing academic challenge for all students, it offers opportunity and rigour. It is only by excitement about learning that we can support students to achieve beyond what they felt they were capable of.

All of the traditional academic subjects are enhanced by a range of cross-curricular approaches. In the Lower First and First Form, students study Digital Literacy and Global Citizenship, courses which develop study skills and oracy skills. In the Second Form, students complete the Ignite course which aims to further develop intellectual curiosity, independence of thought, and the skills to engage meaningfully in academic research. Our new Sixth Form Curriculum (starting in September 2026) will allow students to go beyond their core A Levels and create a curriculum of additional electives to personalise their final two years of secondary education. Our extensive Academic Enrichment programme is also accessible by the entire school and creates opportunities for students to engage in independent research and encounter visiting experts in a wide range of disciplines.

Our aim is to empower staff to deliver the highest quality teaching and learning

experience, with a particular focus on meeting student needs through classroom strategies and the utilisation of digital opportunities. Staff are supported to achieve this through a wide range of in-house and external Continuous Professional Development opportunities.

## Digital Section

At Whitgift, Digital Learning plays an essential role in modern education, and our comprehensive Digital Strategy is aligned with our broader Learning and Innovation vision. Every student is provided with a laptop, enabling access to a wide range of resources, including the Microsoft 365 suite; collaborative learning opportunities, and innovative tools to inspire and challenge. To further support this, Digital Literacy is included in the Lower First and First Form curriculum, helping students become confident and responsible digital citizens. From the Third Form upwards, students are trained in the effective use of Microsoft Copilot to promote critical thinking and support revision. Teachers benefit from ongoing Digital Learning development, including in the Microsoft 365 suite, and Copilot AI training to support personalised learning and efficiency.

## Community Partnerships

The John Whitgift Foundation has a strong ethos of working in partnerships with the local community. As part of this, we are proud to promote these values and this filters through all aspects of the School. Whitgift students and staff are already active in in this area, particularly through our partnerships with primary schools, and we are committed to increasing this involvement in the coming years. There will be exciting opportunities for staff to be involved in activities which both enhance the personal development of Whitgift students and support the needs of others in the local area. Opportunities will become available in the Whitgift Community Summer School, Primary Academic Masterclasses, Primary Project and/or other activities of this type as the programme develops.

## Contact

Please feel free to contact Ian Smith, Head of Economics and Business on 020 8688 9222 or email [ics@whitgift.co.uk](mailto:ics@whitgift.co.uk) if you have questions regarding the vacancy or would like to know more.

Economics and Business	Grades	2025	2024	2023	2022
GCSE/IGCSE	9-7	75%	82%	77%	94%
A Level Economics	A*-B	90%	100%	100%	92%
A Level Business	A*-B	80%	86%	72%	100%





# The Application Process & Staff Benefits

## Applications

We invite interested candidates to apply online as soon as possible. Please include your CV and a supporting statement when submitting your online application. Applications will be reviewed daily, and interviews may occur at any stage after applications are received so we invite interested candidates to apply as soon as possible.

We welcome applications from all parts of the community as a school which is proud of the social and cultural diversity of our student intake. Whitgift aims to employ staff who are best qualified for the post and does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sexual orientation, marital or civil partnership status, disability or age.

For further information and an online application form, please visit [www.whitgift.co.uk/vacancies](http://www.whitgift.co.uk/vacancies). For any general queries, please telephone the School Human Resources Department on 020 8688 9222 or email [SchoolHR@whitgift.co.uk](mailto:SchoolHR@whitgift.co.uk).

## Salary

The John Whitgift Foundation has its own generous salary scale, which is significantly above that of the maintained sector. Starting salaries are dependent on relevant qualifications and experience. The Governors review salary scales annually in September to ensure that they remain competitive.

Staff are expected to make a significant contribution to the co-curricular life of the School and this is reflected in the salary offered. A strong commitment to the pastoral system is also anticipated.

## Other Benefits

Free membership is available at the onsite gym from 6.00am-7.00am and 5.00pm-7.00pm Monday to Friday, and 8.00am-12.00pm and 4.00pm-6.00pm Saturday and Sunday.

In addition, teachers can choose between membership of the Teachers' Pension Scheme with 3 x salary life assurance cover or a defined contribution (DC) scheme which they can tailor to meet their financial goals and includes 5 x salary life assurance cover.

Teachers also enjoy our Employee Discount Club, membership of a healthcare plan, a range of family friendly benefits and season ticket loan. Assistance is offered towards removal expenses.

Permanent staff at the John Whitgift Foundation Schools enjoy a discount on school fees (upon successful completion of the probationary period) to a maximum discount of 50% of salary (pro rata for part time staff).

## Pre-employment Checks

All appointments will be subject to two satisfactory references (which may be taken prior to interview), Enhanced Disclosure check by the Disclosure and Barring Service and medical fitness for the role. Where applicable, overseas police checks and prohibition from teaching and management checks will also be completed. All checks must be completed before employment can commence at the School.

In line with Home Office requirements under the Immigration, Asylum and Nationality Act 2006, all successful applicants will be required to demonstrate their right to work in the UK by presenting

original documents evidencing their identity and eligibility to work in person. This may also be completed using the Home Office online right to work checking service (share code).

Whitgift School also requires sight of original qualification and professional membership documents as detailed in the application.

## Safeguarding and Child Protection

Whitgift School (part of the John Whitgift Foundation) is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo safer recruitment checks, including child protection screening, checks with past employers, an enhanced Disclosure and Barring Service (DBS) check and appropriate online searches of publicly available information.



WHITGIFT

Whitgift School, Haling Park, South Croydon, CR2 6YT  
[www.whitgift.co.uk](http://www.whitgift.co.uk)