



Orbis
Education
Trust



Kingsthorpe
College



Kingsthorpe College

Orbis Education Trust

Head of Business Studies

RECRUITMENT PACK

May 2026

About

Orbis Educational Trust

Orbis Education Trust was founded in September 2021 and comprises of:

Southfield School, 11-18 years of age, single sex (mixed sixth form), 1,200 place secondary school (Ofsted rating – Good, with outstanding features (April 23).

Kingsthorpe College, 11-18 years of age, mixed sex, 1,500 place secondary school (Ofsted rating – Good, December 2019).

Hunsbury Park Primary School, 4 – 11 years of age, 351 pupils (Ofsted rating – Good, September 2022).

A fourth school will soon join the Orbis family;
Hanwood Park School, 900 place secondary school.

Our mission is:

'To provide world-class education and extra-curricular activities, that empower every student to achieve their full potential. Through collaboration and innovation, we strive to create a learning environment that is inclusive, supportive, and challenging, and that inspires students to pursue their interests and passions.'

We are committed to closing the 'enrichment gap' and providing all students with a wider education to develop their life skills. In our schools we have Combined Cadet Force (CCF) contingents (Royal Navy and Army), and extensive Duke of Edinburgh award programmes along with a broad enrichment offer.

We understand that every child is different and, therefore, encourage a culture of collaboration that embraces the views of pupils, parents/carers, staff and trustees. It is important that all stakeholders feel an integral part of the Orbis family.

As a trust, we are dedicated to working together to share best practices and resources and providing our students with a diverse range of opportunities that prepare them for success in whatever path they choose to follow.

Staff Wellbeing

We truly believe that our staff are our greatest asset. We start from a position of professional trust and empower our staff to be the best they can within their roles. We know our staff want to deliver the best possible experience and outcomes for our students and we see it as our duty to make sure the training, wellbeing and motivation we provide to our staff allows this.

We continuously review our benefits package to balance the importance of career satisfaction, development and achieving a balanced approach to work and personal time and commitments.

Professional development is at the core of any profession. We ensure that staff have every opportunity to develop their teaching throughout their career. Our schools have a professional learning afternoon each week that enables staff to focus upon up to date, research led and relevant Continuous Professional Development.

What we offer:

- A competitive salary;
- Healthcare scheme for staff members and their families;
- One early or late finish per fortnight for teaching staff;
- Automatic progression through pay points;
- Extensive Continuous Professional Development;
- An in-house Leadership Development Programme;
- Career progression opportunities, we will always recruit internally where possible;
- Competitive pension;
- Generous paid holiday entitlement (support staff)
- Opportunities for flexible working including a nine day fortnight;
- Free parking;
- A staff wellbeing day during term time;
- Cycle to Work Scheme;
- Discounts on holidays and retailers;
- Collection and delivery of dry cleaning;
- Long service awards and social events;

Job Details

POST OF:

Head of Business Studies

AT:

Orbis Education Trust, Kingsthorpe College

SUMMARY OF ROLE:

We are looking for a Head of Business Studies to take responsibility for Leading Teaching and Learning in their subject within school and ensure that a coherent curriculum is delivered to all students.

COMMENCEMENT:

September 2026

CONTRACT TYPE:

Permanent, Full time

SALARY:

MPS / UPS plus TLR 2(a) of £3,527 per year

Joining Kingsthorpe College

There is a vibrancy and an energy across our college. We firmly believe that Kingsthorpe College is successful because we work so well with each other

At Kingsthorpe College, we are passionate about providing opportunities for all our students to achieve artistic, athletic and academic excellence. We very much believe that our role is to help develop successful learners, confident individuals, and responsible citizens. In addition to ensuring that all our young people achieve their potential in these areas, there is also a genuine commitment to respect for individuals which is demonstrated in the daily life of the College.

High quality relationships are at the heart of everything that we do. We want our young people to be happy, confident, curious, and resilient learners. We know that this can only happen if relationships are built on trust and mutual respect. We believe that when young people feel safe and secure, everything is possible, and we promise to do our utmost to make sure that we unlock the potential in everyone.

All we can ask from our students is that they do their best, and we value hard work, determination, and thoughtfulness. We are proud of the extracurricular provision that we can offer, and we work hard to give our students plenty of opportunities to develop their confidence and creativity – both in and out of lessons.

We believe in clarity of communication, and the power of feedback. We always welcome open and honest dialogue between all those involved in and with the College. We are excited and optimistic about what the future holds for the young people and community which we serve.

Our Values and Ethos are:

Aspiration, Responsibility, Respect and Care

- To significantly stretch the performance and achievement of every student.
- To provide an exciting curriculum that makes learning enjoyable.
- To develop in each student a positive self-image and sense of worth.
- To promote high aspirations and high expectations.
- To develop respect for, and the recognition of, the needs of others.
- To enable each student to make informed decisions and exercise their rights and responsibilities.

To achieve all of this we will:

- Work in close partnership with students and their families.
- Engage effectively with other services in meeting all students' needs.
- Sustain an ordered community where expectations are consistently applied.
- Encourage students to take responsibility and develop leadership skills by working with each other.
- Promote enrichment activities which build on the curriculum and develop personal qualities.



Head of Business Studies

Are you passionate about Business Studies and ready to inspire the next generation of business leaders? We are seeking a dynamic and motivated Head of Business Studies to join our thriving secondary school in the heart of Northamptonshire.

As Head of Business Studies, you will:

- ✓ Lead the Business Studies department, driving standards of teaching and learning
- ✓ Champion our school values and foster a culture of ambition and success
- ✓ Oversee curriculum planning, development and delivery for all abilities
- ✓ Support, develop and challenge staff, sharing best practice across the school
- ✓ Use data to maximise student progress, with a focus on inclusion and achievement for all
- ✓ Play a key role in quality assurance, external reviews (such as Ofsted) and school improvement
- ✓ Promote a safe, stimulating, and supportive learning environment
- ✓ Contribute to the wider life of the school, including pastoral support and enrichment activities

Why join us:

We offer an exceptional staff benefits package, including:

- ✓ Healthcare scheme for staff members and their families
- ✓ One early or late finish per fortnight for teaching staff
- ✓ Automatic progression through pay points
- ✓ Extensive Continuous Professional Development
- ✓ An in-house Leadership Development Programme
- ✓ Excellent career progression opportunities
- ✓ Opportunities for flexible working, including a nine-day fortnight
- ✓ Free parking
- ✓ A staff wellbeing day during term time
- ✓ Cycle to Work Scheme
- ✓ Discounts on holidays and retailers
- ✓ Long service awards and regular social events

About us:

Kingsthorpe College is an oversubscribed 11-18 school with approximately 1,400 students on roll (200 students post 16). Graded Good in all areas by Ofsted in December 2019, we are now looking forward to the next stage of our journey from good to Great. During a recent interim inspection, inspectors noted significant improvements since their previous visit, highlighting high expectations of pupils, strong pupil progress, our safe and secure learning environment, and enriched curriculum. They also praised Trust and school leadership.

The position is open for September 2026 start. (Applicants wanting part time working will be considered)

To apply for this role please visit: <https://mynewterm.com/jobs/138932/EDV-2026-KC-59242>

Closing date for applications: 9.00am, Wednesday, 20th May 2026. Interviews Friday, 22nd May 2026.

If this role attracts sufficient interest before closing date, we may decide to interview this vacancy at an earlier date, so an early application is advised. If you want more info about the role, please contact us at recruitment@orbismat.com or 01604 716106.

Kingsthorpe College is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undergo enhanced DBS clearance. The school is committed to Equal Opportunities in Employment.



Job Description

Job Title:	Head of Business Studies
Contract:	Permanent, Full time
Salary:	MPS / UPS plus TLR 2(a)
Job Purpose:	To take responsibility for Leading Teaching and Learning in their subject within school and ensure that a coherent curriculum is delivered to all students.
Responsible to:	SLT

Main responsibilities:

Leadership

Under the direction of SLT:

- Be responsible for the learning and achievement and care of students within the subject area.
- Develop, embed and champion the school values.
- Lead by example, focusing on providing excellent education for all students.
- Lead on specific strategies relating to business and other potential areas of responsibility.
- Monitor, evaluate and review the effectiveness of pertinent aspects of the department SIP.
- Contribute and take responsibility for pertinent aspects of the department SEF.
- Lead subject quality assurance procedures, undertake regular monitoring and review accordingly.
- Take an active role in preparation and participation of any external QA processes, e.g. Ofsted.
- Lead/collaborate on cross-school curriculum related initiatives.
- Build positive relationships with members of the school community.
- Keep up to date with developments in education generally and specifically relating to the teaching of business and other appropriate subjects.
- Ensure relevant policies are reviewed against up to date legislation and DfE regulations.
- Seek training and continuing professional development to meet own needs.
- Ensure that the SLT is well informed about policies, plans and priorities for the subject, its success in meeting objectives and future development needs.
- Manage finances efficiently and effectively, ensuring appropriate value for money.
- Ensure that appropriate risk assessments are carried out to maintain a safe, effective and stimulating learning environment across the faculty.
- To lead aligned to the Ethical Leadership Framework.

Curriculum

Under the direction of SLT:

- Ensure that all curriculums are well-planned and coherent for students of all abilities.
- Ensure that teachers and students understand the sequencing of the curriculum.
- Ensure the curriculum is delivered with pedagogical discipline.
- Use assessment to review the curriculum and inform planning.
- Ensure effective development of literacy, numeracy, and other cross-curricular initiatives within the curriculum.
- Provide guidance on the choice of appropriate teaching and learning methods to meet the needs of the subject and different students.
- Ensure the effective and efficient management and organisation of learning resources and equipment.
- Oversee moderation to standardise assessment.

Student Progress

Under the direction of SLT:

- Support and challenge staff to raise standards of achievement.
- Use data effectively to identify students who are under-achieving and, where necessary, create and implement effective plans of action to support this cohort.
- Liaise with the SENCo to ensure that individual student needs are catered for within the curriculum and Individual Educational Plans are used to set up subject-specific targets as appropriate.
- Establish and implement clear policies and practices for assessing, recording and reporting on student achievement.
- Ensure the implementation of an effective behaviour policy (in line with the whole school policy) for students and promote positive behaviours and relationships.
- Report on progress to all stakeholders.
- Establish a clear, shared understanding of the importance and role of the subject in contributing to a student's spiritual, moral, cultural, mental and physical development and in preparing students for the opportunities, responsibilities and experiences of adult life.

Managing staff and Modelling best practice for staff

Under the direction of SLT:

- Line manage staff as appropriate.
- Offer CPD to non-specialist staff teaching business and any other subjects there is responsibility for
- Contribute to the management of the work of support staff associated with the department.
- Performance manage line-managed staff carrying out appraisals, providing professional development opportunities, and holding staff to account for their performance.
- Be prepared to conduct capability systems as directed by the Headteacher, Deputy Headteacher, Assistant Headteachers or HR Department.
- Create an ethos within which line-managed and faculty staff are motivated and supported to develop their skills and knowledge.
- Demonstrate excellent performance against parts one and two of the teacher's standards: teaching and personal and professional conduct.
- Implement strategies and initiatives to share best practice with others across the school, developing confidence and skills in others.
- Implement strategies and initiatives to share best practice with others across schools, developing confidence and skills in others.

Systems and processes

Under the direction of SLT:

- Contribute to the school's systems, organisation and processes and ensure they are adhered to.
- Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing exemplary behaviour.
- Implement systems for managing the performance of the subject, addressing any underperformance, supporting staff to improve and valuing excellent practice
- Work with the governing board as appropriate.
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources.

Pastoral

Under the direction of SLT:

- Attending regular pastoral meetings.
- Liaising with Heads of Years to reference tutor matters, and/or subject matters.
- Registering students and being punctual for registration.
- Mentoring students.
- Attending tutor/parent consultations.
- Contacting parents/or guardians with reference to attendance, achievements and behaviour.

Health and Safety

Under the direction of SLT:

- To be aware of and adhere to Kingsthorpe College procedures for health and safety in and out of school, e.g. Field trips.
- Ensure the immediate teaching area is attractive, safe and is conducive to student learning.
- Reporting all faults to SLT.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks will be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Kingsthorpe College is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undergo enhanced DBS clearance. The school is committed to Equal Opportunities in Employment.

Person Specification

Attributes	Essential Criteria	Desirable Criteria
Education and Qualifications	<ul style="list-style-type: none"> · Degree in the appropriate subject · QTS/PGCE 	<ul style="list-style-type: none"> · Experience of leading school based projects and/or initiatives · Participation in the SLDP course or NPQML or equivalent qualifications · Knowledge of Economics A-Level course
Experience and Knowledge	<ul style="list-style-type: none"> · Proven successful teaching experience in a secondary school · Understanding and application of effective pedagogy. · Proven successful teaching experience at multiple Key Stages · Experience of using data analysis tools, value added measures and target-setting · Knowledge and understanding of developments in education 	<ul style="list-style-type: none"> · Curriculum leadership experience · Experience of teaching in more than one school · Experience of budget management · Proven experience of leading change
Ability and Skills	<ul style="list-style-type: none"> · An outstanding teacher · Ability to motivate and manage staff · Ability to motivate students of all abilities · Vision to move the department forward · Excellent communication skills · Ability to use ICT in all aspects of teaching and learning · Ability to prioritise and meet deadlines · Ability to formulate plans and to carry them out to effect change · Creative thinker and self-starter 	
Personal Characteristics and Aptitude	<ul style="list-style-type: none"> · Strong interpersonal skills · An effective team leader · Sense of humour · Resilience · A flexible approach 	Commitment to ongoing professional development
Suitability to Work with children	<p>Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'.</p> <p>Appropriate and relevant references will be checked.</p> <p>Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she has responsibility or with whom he/she has contact.</p>	
Equal Opportunities	<p>Ability to demonstrate awareness/understanding of equal opportunities.</p> <p>Commitment to equal opportunities in the delivery of the curriculum.</p>	