



Head of Business Studies

Candidate Information Pack



May 2025

Dear Candidate,

Since inception, King Solomon Academy has consistently been one of the highest performing non-selective schools in the country. We are redefining what is possible and we are seeking an exceptional leader of Business Studies, ready to join the curriculum leadership team in our high-performing school and to contribute to the achieving of our mission. This is a unique opportunity to be part of showing what education can achieve.

KSA aims to transform the lives of its pupils. Our mission is to provide a rigorous education that prepares our pupils for success at university and beyond, irrespective of their starting point. Our teachers and leaders do whatever it takes to make this a reality. Our Business provision is a core component of our Sixth Form offer and we seek a leader who is able to deliver their vision for an exceptional Business education through excellent planning, coaching and teaching. This leader will also need to monitor and evaluate the quality and effectiveness of all the different strands of Business education at King Solomon Academy. This is an exciting role in an exceptional school working alongside an inspirational team, both within King Solomon Academy and with the Professional Pathways team across the Ark network.

Business Studies is taught at Key Stage 4 and Key Stage 5. At Key Stage 5, outcomes are consistently exceptional, with pupils achieving nationally leading outcomes annually. We are also proud of the excellent university destinations of Business alumni. Our KS5 BTEC students play a key role in the school community, leading school wide events for other year groups as part of their course, showcasing their entrepreneurial spirits. We seek a leader who is ready to build on the impressive previous leadership in Business and to further promote the subject across the whole academy.

To apply, and to see more information about the school and this role please visit <http://kingsolomonacademy.org/current-vacancies>. **The deadline is Thursday 15th May 2025.** To discuss the role, please feel free to email the Principal's PA, Abi Saleh (a.saleh@kingsolomonacademy.org) or phone on 020 7563 6901.

We wish you the very best with your application,

Beth Humphreys
Principal

Job Description: Head of Business Studies

Start date: September 2025

Salary: Ark MPS/UPS (Inner London): £39,739 - £62,500 plus
TLR 2b (£5,644) dependent on experience

The Role

To lead a ground-breaking Business department which is nationally recognised for its impact, excellence, and innovation.

Outcomes and Activities

Leadership of subject

- Lead BTEC Business provision in Sixth Form
- Lead GCSE Business provision
- Develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments
- Produce periodic assessments with marks schemes
- Ensure assessments are moderated internally and externally
- Ensure end of year assessments reflect each pupil's overall level which is both externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENDCO to ensure pupils receive high quality interventions
- Through regular observation and feedback, mentor subject teachers to ensure excellent teaching and learning in all lessons
- Ensure that classroom teachers are utilising best pedagogical practice for their subject
- Conduct regular evaluations of the quality of teaching and learning of individual classes and as a department, agreeing implementing and holding teachers to account on changes to teaching and learning
- Create and sustain a positive department culture, where teammates feel collectively supported and developed
- Assist in the recruitment and leading the training of Business teachers, trainees and post holders in the Business department.
- Work in collaboration with other leaders in the Ark network to support the development of high quality BTEC Business provision across the network.

Teaching and Learning

- Meticulously plan and teach engaging and challenging lessons that pave the way for success in school and life
- Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
- Set and mark appropriate homework
- Use regular, measurable and significant assessments of their teaching
- Complete all reporting on time
- Closely monitor progress and attainment of their pupils and use it to inform their teaching
- Deliver high quality pupil interventions with direction from SENDCO and relevant Senior Leaders
- Ensure that all pupils achieve or exceed academy targets
- Maintain regular and productive communication with parents about their child's progress, behaviour and development, including attending after school parent meetings as required
- Organise and participate in exciting and motivating trips and events
- Answer "homework help" emails from pupils

Other

- Undertake professional development as agreed with school leaders
- Be a leader in the Sixth Form community, leading culture and character development across the Sixth Form
- Perform additional duties and tasks required for the effective operation of the school, including: attending home visits, eating lunch with pupils, supervising silent sustained reading (DEAR) or study time, break supervision and gate duty
- Undertake other various responsibilities as directed by the Principal

Person Specification: Head of Business Studies

Experience

- Experience of raising attainment in a leadership role in a challenging school
- Evidence of continually improving the teaching and learning of their subject through CPD and coaching staff

Skills and attributes

We are looking for alignment to our KSA values or at the very least, a candidate's clear, demonstrable capacity to develop them:

“Aiming high”

- Evidence of sustained impact in middle leadership
- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

“Working together”

- Works effectively as part of a team
- Seeks out opportunities to build on own and others' strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

“Being kind”

- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others
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“Leading the way”

- Has a passion for working with children
- Is a positive role model to others

- Is brave
- Shows initiative
- Feels passionate about creating a better future.

Other

This post is subject to an enhanced DBS check.



Principal: Beth Humphreys



Beth Humphreys graduated from the University of Edinburgh with an MA in English Literature and French and then completed a second Masters' degree in Educational Leadership at The Institute of Education. She joined KSA secondary in 2012 as an Assistant Head and then Deputy Head, leading on curriculum and professional development before she became Head of Primary in January 2017 and Associate Principal. In January 2024, Beth was appointed to lead King Solomon Academy as Principal. She is proud to serve our all-through community and is passionate about ensuring our children get the very best start in life anyone could give them.

“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”

Vice Principal

Siobhan Crompton graduated from the University of Cambridge with an BA in Modern and Medieval Languages and later completed a Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 as a teacher and has since performed various roles in the school, including Head of All-Through MFL and Assistant Principal. She was made Vice Principal in September 2020 and leads on the curriculum and teaching and learning.



Positive Action and inclusive recruitment at KSA

We are keen to bring new perspectives and backgrounds into our school to build a diversity of thinking so that we can build the best school possible. Following and analysis of our teaching body, we are actively welcoming qualified candidates from Black and Ethnic Minorities, as they are currently under-represented amongst our teachers. This is particularly important given the diverse community we serve.

We want to make applying to and working at King Solomon Academy as inclusive as possible, and have a variety of systems in place to ensure that our approach is as fair and open as possible:

- Transparent application procedure, including a well signposted interview day, which tells candidates how they will be assessed and how they can prepare
- 'Blind' screening of applications, discounting identifying characteristics when shortlisting, in pairs
- Diversity and Inclusion training for senior leaders involved in recruitment
- Interview processes which include a range of leaders to avoid any individual bias
- Discussion with the Staff Working Group (staff consultative body) to ensure the recruitment process is inclusive.



Ark Safe Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.