THORNLEIGH SALESIAN COLLEGE

JOB VACANCY PACK

Subject Leader of

Business Studies and Economics

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MISSION STATEMENT

THORNLEIGH SALESIAN COLLEGE IS A COMMUNITY ROOTED IN FAITH IN JESUS, WHERE ALL ARE VALUED, LOVED AND CHERISHED SO THEY CAN ASPIRE FOR ACADEMIC EXCELLENCE IN AN ATMOSPHERE OF COMPASSION AND FORGIVENESS WHICH SEEKS TO REACH OUT IN SERVICE AND GRATITUDE.

THANK YOU FOR YOUR INTEREST IN JOINING THORNLEIGH SALESIAN COLLEGE.

This is an exciting opportunity to become part of our thriving and successful 11-18 Roman Catholic School.

Guided by the Salesian ethos of Don Bosco, we are a community that values every individual, fostering an environment of kindness, respect and ambition. Our shared mission is to inspire and support every young person to achieve their full potential.

As a highly regarded and oversubscribed school in both the local community and the Diocese of Salford, we are proud to deliver excellence in all that we do. Ofsted has praised our school as a place where students feel safe, supported and inspired. They highlighted that:

"Pupils and students in the Sixth Form benefit from high quality pastoral care. They enjoy positive relationships with staff. The school is a calm place. Pupils work purposefully. Behaviour is well managed by staff."

Relationships are at the heart of everything we do at Thornleigh. Students and staff alike benefit from a strong sense of community and shared purpose.

Our students frequently tell us that 'the best thing about their school is their teachers' and we are committed to ensuring that staff feel equally valued and supported.

We believe in investing in our staff. From excellent professional development opportunities to a strong focus on staff well-being, we are dedicated to helping you thrive in your career. At Thornleigh Salesian College, you will find a supportive, ambitious and caring environment where you can make a real difference to the lives of young people.

If you are passionate about education, driven to make a difference and excited by the opportunity to join a school with a clear mission and strong sense of community, we would love to hear from you.

Please don't hesitate to get in touch if you have any questions or would like to discuss this opportunity further.

We look forward to welcoming you to our school.

Mike Fitzsimons
Headteacher

"PUPILS CLEARLY DISPLAY THE SALESIAN VALUES.

OFSTED 2024

"PASTORAL CARE IS AT THE HEART OF THE SCHOOL MISSION.

CATHOLIC SCHOOL INSPECTION 2024

SCHOOL POLICIES AND IMPORTANT READING

Please scan the QR Codes below:

SAFEGUARDING & CHILD PROTECTION POLICY

KEEPING CHILDREN SAFE IN EDUCATION

Thornleigh Salesian College

Job Vacancy

Subject Leader of Business Studies and Economics

Scale: T1 – T9 + TLR 1D (£10,174)
Full-Time
Permanent
Required from January 2027

We are seeking to appoint an enthusiastic, committed and highly motivated **Subject Leader for Business Studies and Economics** to join our successful and supportive team.

This is an exciting opportunity for an outstanding classroom practitioner who is passionate about their subject and wants to play a key role in shaping the curriculum, developing colleagues and ensuring that every student achieves their full potential.

As Subject Leader, you will provide strategic and day-to-day leadership of Business Studies and Economics, ensuring high standards of teaching, learning, behaviour and student achievement. You will lead curriculum development, monitor student progress and attainment, support colleagues and contribute to the wider development of the school.

We are looking for someone who

- Is an excellent and enthusiastic classroom practitioner.
- Has strong subject knowledge in Business Studies and Economics.
- Has high expectations of all students and is committed to securing excellent outcomes.
- Can inspire students through engaging, challenging and relevant teaching.
- Has a strong understanding of assessment, progress and examination requirements.
- Is confident in analysing data and using it to drive improvement.
- Can lead and motivate colleagues effectively.
- Is committed to developing an ambitious and engaging curriculum.
- Is organised, reflective and willing to embrace new ideas.
- Can build positive relationships with students, colleagues, parents and external partners.
- Is passionate about preparing young people for further education, employment and life beyond school.

We can offer you

- The opportunity of working in a well-resourced, innovative and supportive department.
- The opportunity to teach across the full ability range from 11 – 19.
- Excellent professional development opportunities in a large successful school.
- A supportive and generous wellbeing offer including:
    - Supportive staff wellbeing team who host a staff briefing every Friday morning whereby breakfast is provided for all.
    - Recognition and reward for the weekly nominated staff member of the week
    - Frequent staff surveys and SLT focus groups
    - A supportive and comprehensive CPD package

- A new starter induction programme and coffee morning
- Quarterly wellbeing coffee and cake support groups
- External invigilators are employed to protect curriculum time to support teaching staff with marking during busy periods.
- Clear directed time with teacher meetings minimised to one meeting per week.

Staff also have access to the Schools Advisory Wellbeing Package which have a wide range of Complementary wellbeing services and can offer support as follows:-

- Unlimited Counselling
- Cancer and Chronic Conditions Support
- GP Phone Consultations
- Menopause Support
- Physiotherapy and much more

Closing date for applications: Thursday 22 October 2026 – 9am
Interview date: Friday 23 October 2026

Application forms can be downloaded from our website www.thornleigh.bolton.sch.uk
Please e-mail completed application forms to hr@thornleigh.bolton.sch.uk

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to complete an enhanced DBS check.

We ask that you accept, in the interests of economy, if you have not heard from us within 3 weeks of the closing date, that you have been unsuccessful on this occasion.

In accordance with Keeping Children Safe in Education 2026, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the interview process.

Job Description

Every member of staff at Thornleigh Salesian College is expected to endeavour to maintain and develop the Catholic and Salesian character of the school, and to support and promote the aims and mission of the school in and through the exercise of all contractual duties and any voluntary activities.

Job Title	**Subject Leader of Business Studies and Economics**
Grade	**Main Pay Scale: T1 – T9 + TLR 1D**
Responsible to	Deputy Head Teacher

Job Purpose:

- To provide strategic leadership and management of Business Studies and Economics across all key stages.
- To ensure high-quality teaching and learning, excellent outcomes, and the effective delivery of these subjects in alignment with the school's vision and values.
- To inspire and lead a team of staff, fostering a collaborative and innovative culture that enhances student experience and achievement.

Key Responsibilities:

Leadership and Management:

- Provide clear strategic direction and vision for Business Studies and Economics.
- Lead curriculum development to ensure a broad, balanced, and relevant offer that meets statutory requirements and student needs.
- Set high expectations for teaching, learning, behaviour and student achievement.
- Line manage and support subject teachers, conducting regular appraisals and facilitating professional development.
- Monitor and evaluate the quality of teaching, learning, and assessment, using data to drive improvement.
- Foster a collaborative departmental culture through effective communication, team-building, and shared best practices.

Teaching and Learning:

- Model high standards of teaching and learning, delivering lessons that engage, inspire, and challenge students.
- Ensure consistent implementation of effective teaching strategies and schemes of work.
- Oversee the assessment, recording, and reporting processes for the subjects to monitor and improve student outcomes.
- Embed innovative approaches, including the use of technology, to enhance teaching and learning.

Pastoral and Safeguarding Duties:

- Promote student wellbeing and personal development through inclusive and supportive teaching practices.
- Uphold safeguarding protocols, ensuring all staff and students work in a safe environment.

Administration and Resources:

- Effectively manage departmental budgets and resources, ensuring value for money.
- Liaise with senior leaders, governors, and external partners to advocate for the department's needs and contributions.
- Stay updated on educational policies, ensuring compliance with national and local requirements.

Professional Responsibilities:

- Promote the school's values, policies and expectations.
- Maintain professional standards and contribute positively to the wider school community.
- Undertake duties and responsibilities appropriate to the role as directed by the Headteacher or Senior Leadership Team.
- Participate in relevant meetings, training and professional development.

Person Specification

STAGE ONE Disabled Candidates are guaranteed an interview if they meet the essential criteria

CRITERIA	Essential	Desirable
Qualifications & Training		
- Qualified Teacher Status	✓	
- Good honours degree in related subject	✓	
- Masters degree in related subject		✓
Experience		
- Teaching experience at Key Stages 3 – 4	✓	
- Teaching experience at Key Stage 5		✓
Skills & Knowledge		
- Able to communicate effectively, orally and in writing.	✓	
- Able to demonstrate effective planning and teaching skills	✓	
- Able to present confidently to a large group of students	✓	
- Able to work with others to achieve common goals	✓	
- Able to use / analyse assessment data systems to raise standards	✓	
- Able to provide clear direction and to inspire, motivate and enthuse others	✓	
- Confident in own ability to be effective and to take on challenges	✓	
- Good ICT skills and effective use of other technologies	✓	
- Able to form good working relationships with staff and students	✓	
- Effective behaviour management	✓	
- Able to support students and staff in maintaining high standards	✓	
- Up to date awareness of the National Curriculum and specifically within their individual specialism	✓	
- Efficient and effective administrative, organisational and personal management skills	✓	
Personal Attributes		
- Honesty, integrity and so builds trust	✓	
- Resilience	✓	
- Enthusiasm, commitment and perseverance	✓	
- Capacity to work hard, under pressure, to meet deadlines	✓	
- Adaptable and amenable with respect to working practices	✓	
- Ability to work independently and be a team player	✓	

Equal Opportunities - Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice. - A commitment to inclusive education. **Health and Safety** - An understanding of Health and Safety issues	✓ ✓ ✓	
Date Job Description and Person Specification prepared/updated		**September 2026**

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. This job description details duties and responsibilities but does not indicate the amount of time to be spent carrying them out. No part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use directed time in accordance with the school's policy as published in the Staff Handbook and having regard to the School Teachers' Pay and Conditions Document.