



Head of Business Application Pack



Knowing every child - Nurturing potential

About us

Gosfield School was established at Cut Hedge Park in 1929 when the daughter of the textile manufacturer, George Courtauld purchased the land and buildings from the executors of her late father's estate.

Constance Cicely Courtauld started a Senior Boy's Boarding School the same year, with students relocating from Leigh Hall School in Southend. In 1944, Cicely gifted the School and estate to Headmaster John Turner who continued the work started by Cicely. In 1967, the School became a charitable trust and in 1986, the School became co-educational.

A Prep School was opened in 1989 and we welcomed our first Sixth Form students in 1994. In 2006, Gosfield School Ltd purchased the freehold of the estate and buildings from the Turner family. In 2015, we opened Meadow Court, a purpose built Prep School, which is home to a Nursery, Reception Class up to Year 5, within the grounds of our 110 acre estate. We continue to develop and upgrade our infrastructure, we opened our Forest School and Cricket Pavilion in May 2017. Our Cricket Academy welcomed its first Scholars in Summer 2018, we opened our new Design Technology workshop in January 2019 and undertook the design led redecoration of the Manor House. The construction of our new Performing Arts Centre was opened by Denise van Outen in May 2023.

We are committed to the development of our young people in an environment where all students feel valued and are able to achieve excellence in all aspects of life. We have non-academic entry criteria and consistently achieve outstanding outcomes when compared to Schools with academic entry criteria. Cicely's founding principles for the School were to create a family environment in which young people would flourish and we remain faithful to those principles today.

Knowing every child - Nurturing potential

Our Principal

Mr Rod Jackson Mr Jackson became Principal of Gosfield School in September 2021. He has a wealth of experience, having spent more than 30 years working in Independent Schools in Africa, Australia and the United Kingdom. He is a passionate promoter of an entirely holistic approach to learning, in which a rigorous approach to academic education, an outstanding programme of extra-curricular opportunities, alongside excellent pastoral care and personal development combine to create a world class educational experience for each child. Mr Jackson believes that it is essential not only that we educate our students to be global citizens but that we ensure they have the skills and the desire to change the world for the better, as future leaders.

Before joining Gosfield, Mr Jackson served as Head of The International Community School in Marylebone and prior to that he was Head of Secondary at The King Alfred School in Hampstead, earlier leadership roles include Head of Classics at Cranleigh School and Senior Housemaster at Aldenham School. Mr Jackson holds a BA (Hons) degree in Classics from the University of Adelaide and a MEd from the University of Cambridge.



Knowing every child - Nurturing potential

The Business Department at Gosfield School

The Business Department is vibrant and well-established at Gosfield School and we offer students the opportunity to develop a strong understanding of the modern business world. Business Studies is taught at Key Stage 4 and 5 and is a popular choice, valued for both its academic rigour and practical relevance. The results achieved are excellent year on year, both at GCSE and A Level.

The Department's curriculum is designed to develop students' knowledge of core business principles, including finance, marketing, operations management, human resources and entrepreneurship. Teaching places strong emphasis on applying theory to real-world contexts, enabling students to analyse contemporary business issues and develop well-reasoned, evaluative responses.

Lessons are intellectually challenging, interactive, and discussion-based, encouraging students to think independently and communicate confidently. Students are supported to develop transferable skills such as critical thinking, problem-solving, data analysis, and effective written and verbal communication.

At GCSE and A Level, we follow the Edexcel specifications and the Department consistently prepares students for success in public examinations while also supporting progression to leading universities and competitive courses in Business, Economics, Finance and Management. Students are encouraged to broaden their learning through enrichment opportunities including enterprise initiatives, business competitions, guest speakers and educational visits. The Department is an enthusiastic contributor to the School's co-curricular programme and actively supports students engagement beyond the classroom.

The Business Department reflects the School's commitment to academic excellence and personal development and it prepares students to thrive in an increasingly global and competitive economy.

Head of Business at Gosfield School

Gosfield School is now seeking to appoint an excellent and committed teacher to lead Business Studies at Key Stage 4 and 5. This is a popular, successful and well-established subject within the school and we are looking for a leader who will continue to build on its strong foundations.

The successful candidate will be creative, hardworking and passionate about teaching, with a clear determination to make a positive difference to lives of all students. You will have high expectations, a commitment to inclusive education and the ambition to further develop an already thriving department.

Staff at Gosfield are proud to work here and feel well supported in their professional development. Our aim is to cultivate a community in which both students and staff can achieve happiness, excellence and success.

If you believe that all students deserve an exceptional education and you are seeking an opportunity to develop and grow as a professional within an aspirational yet supportive environment, we would be delighted to hear from you.

In addition to the Teacher Job Description, the Head of Department/Subject Co-ordinator has the following responsibilities:

1. To be responsible for the support and academic development of students within the department
2. In consultation with other members of the department to be responsible for producing an annual Department Development Plan which;
 - Clearly identifies targets for the department consistent with the Whole School Development Plan
 - Forms the basis for budget requirements relating to capitation, INSET funds and other resources
 - Clearly identifies professional development requirements
3. To be responsible for ensuring that all resources, both human and physical, within the department are used to enhance the effectiveness of teaching and learning. To engage in such Quality Assurance procedures required to monitor and develop the quality of teaching and learning within the department.
4. Curriculum and Co-Curricular
 - To be responsible for preparing teaching materials, curriculum outlines and schemes of work appropriate for implementing the curriculum
 - To identify knowledge, skills and understanding appropriate to the department which contributes to the overall learning experience of students
 - To determine how such knowledge, skills and understanding might develop through the curriculum
 - To ensure that students acquire knowledge, skills and understanding progressively and at an appropriate pace
 - To be responsible for ensuring that the department has prepared teaching materials and schemes of work appropriate for implementing the curriculum
 - To ensure the appropriate differentiation of the curriculum to meet the needs of all levels of pupil ability, including Able, Gifted and Talented
 - In consultation with other Department Heads, to contribute to the development of relevant cross-curricular themes and other opportunities for extending the work of the department outside the classroom (e.g. projects, primary liaison)
 - To promote the spiritual and moral development of students
 - To ensure appropriate guidance and assistance is sought in order to meet students' Special Learning needs
 - To support Form Tutors by drawing to their attention those students who are consistently under-achieving and are not responding to the department's learning strategies
 - To be responsible for the production/upkeep of a departmental handbook
 - To be responsible for promoting the department through displays, publicity materials for the media, parents etc
 - To represent the department at parent information and consultation evenings
 - To be responsible for Health and Safety in the Department
 - To ensure our outstanding programme of clubs, activities and trips continue

5. Assessment

- To be responsible for developing appropriate assessment recording and reporting policies within the department which meet whole school requirements
- To be responsible for implementing whole school policies relating to the effectiveness of learning across the department
- To be responsible for ensuring that the highest standards of teaching and learning take place in the department
- To be responsible for the appropriateness and implementation of teaching and revision strategies which adequately prepare students for internal tests and public examinations
- To be able to review assessment outcomes and data and use these to support action planning and interventions for the future

6. Management

- To be responsible to the Assistant Principal, Academic
- To attend Heads of Department meetings
- To be responsible for convening regular meetings of the department if appropriate, to allow for full discussion of pertinent issues, standing agenda items and an appreciation of the various tasks that need to be completed
- To involve staff in taking responsibility for aspects of the department's development plan and provide appropriate advice and assistance
- To ensure that staff are aware of their professional responsibilities and uphold the policies of the school
- To be aware of the needs and skills of staff within the department and seek ways to enhance their professional development

7. Behaviour

- To encourage students to follow the school's Code of Conduct in order that they develop self esteem, self discipline and respond accordingly
- To be responsible, with members of the department, for monitoring the conduct of students and take action in consultation with the appropriate Form Tutor

8. Attendance

To be responsible with members of the department for recording and monitoring the attendance and punctuality of students within class group

9. Equal Opportunities

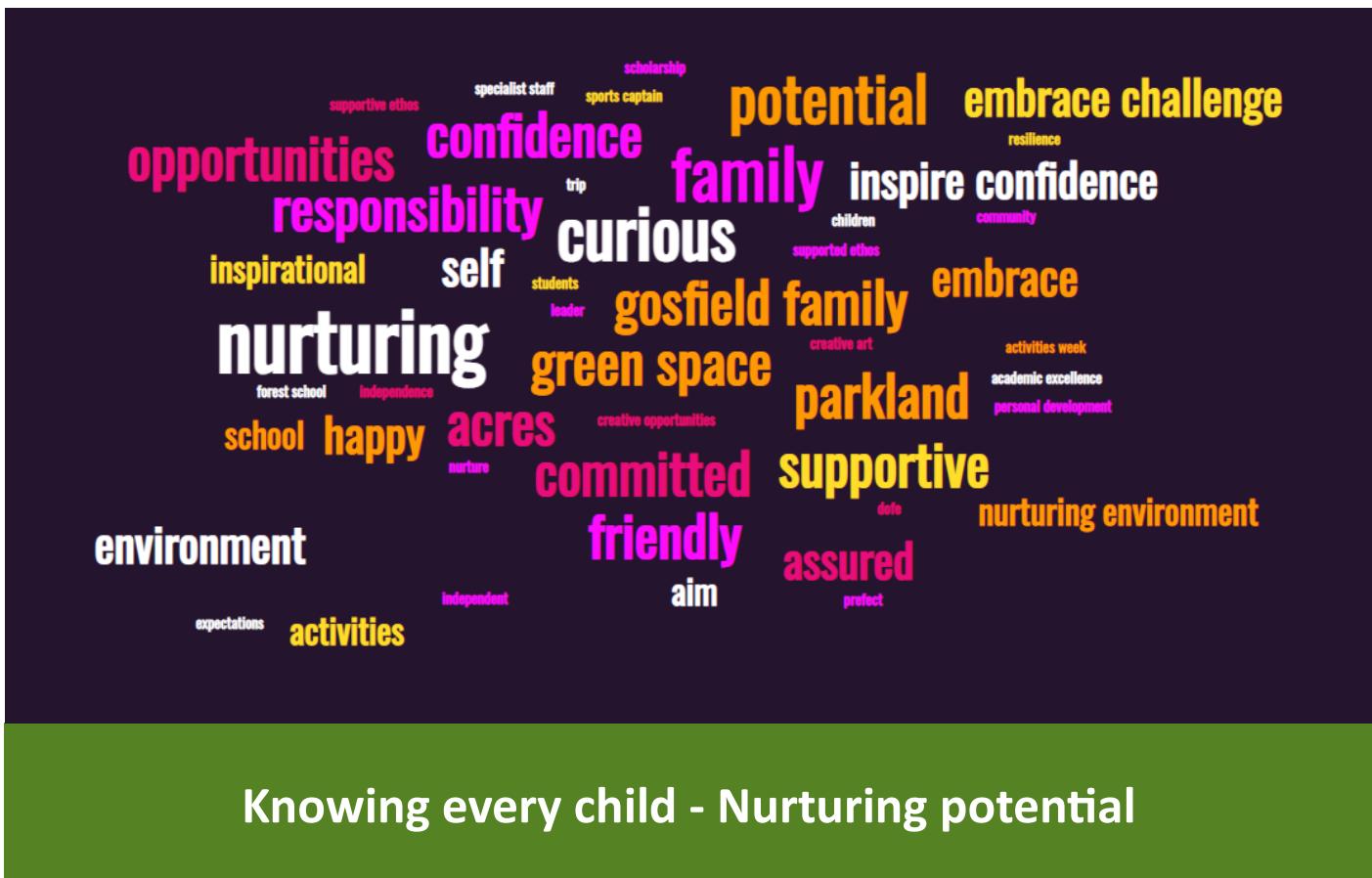
To be active and alert in ensuring that all students, irrespective of gender, sexual orientation and cultural background, enjoy equal access to a broad and balanced curriculum which enables them to achieve good standards and to be involved in designing materials which facilitate this.

10. Community

- To develop strategies which enhance the positive relationship between the school and parents and local community.
- To liaise with the other Department Heads in developing policies which facilitate:
 - * Primary/secondary liaison and enhance the transition of Year 6 students
 - * Secondary/further and higher education liaison and the transition of senior students
- To foster and support extra-curricular activities in the interests of the school community, e.g. school concerts, plays, sports fixtures, etc.

11. Personal Targets

These will be agreed upon every year and reviewed on a regular basis.





How to apply

Download an Application Form from our website [www.gosfieldschool.org.uk] and send together with a covering letter to Mrs Sara Bowles, EA to the Principal: recruitment@gosfieldschool.org.uk

Deadline for applications: noon Friday 30th January 2026

Interviews: w/c 2nd February 2026

Start Date: September 2026

****Please Note to avoid disappointment applicants are encouraged to apply prior to the deadline as we reserve the right to consider applications as they are received and to appoint prior to the deadline.***

Knowing every child - Nurturing potential