



Heathfield School
Ascot

Appointment of
Teacher of Business Studies
(0.7 or Full Time)
Commencement Date
January 2026

Welcome to Heathfield

Thank you for your interest in Heathfield. The opportunity to join the Business Studies department comes at a transformative moment in our distinguished history. Having joined the Mill Hill Education Group, Heathfield continues to offer bespoke provision in the context of a close-knit community, whilst having greater stability, resources and expertise than ever before. In addition, boys will join the student body for the first time as they are welcomed into the Sixth Form from September 2026.

Our ‘small school, BIG opportunities’ ethos is at the heart of our identity and aspirations. We are very proud of our students, who are undoubtedly the best advert for the School: wonderfully welcoming and diverse, yet typically happy, healthy and hungry to succeed. Combined with the excellence and support of a committed staff body, our Value Added scores are outstanding, exemplified in our 2025 GCSE cohort achieving an average of 1.24 grades higher than their target grades across every single subject.

I am convinced that the greatest asset of any school is its staff, and we are excited to add a new Business Studies teacher to our team. We are an intentionally smaller school, meaning that staff can genuinely focus on individuals, supporting and inspiring them to strive and achieve, whatever their starting point. If you believe you have the character, attributes and expertise to join us and make a difference, then I look forward to hearing from you.

All the very best,

Jonathan Williams
Headmaster





Heathfield School

Heathfield is a vibrant independent boarding and day school for girls, introducing a co-ed Sixth Form in 2026. It is a member of GSA and BSA. There are approximately 200 students, aged 11–18, approximately 60% of whom are boarders. Recent developments in the boarding model have created a modern, integrated community of full and weekly boarders, alongside day girls. The result is a warm, inclusive and friendly community, where all can flourish.

The School occupies an attractive, 36 acre site on the edge of Ascot. Extensive outdoor spaces and woodland provide an inspiring, rural environment, though only half an hour from Heathrow airport and on a direct train line to Central London.

Resources for learning are excellent and constantly evolving. A modern theatre was completed in 2009, followed by a STEM Centre in 2015. Most recently, the new, multi-million pound Cadogan Sixth Form Centre has provided dedicated learning accommodation for A Level students, alongside the most modern of social spaces.

Technology is embedded within the academic life of the school, including through a multi-media recording studio.

There are extensive facilities for sport and exercise. In addition to playing fields, there is a Sports Centre including modern fitness gym, dance and spin studios alongside a 25m indoor pool. Wellbeing has a high profile in the life of the community.

There is an extensive programme of co-curricular activities, in which all students are encouraged to take part. This includes a vibrant and varied programme of weekend activities in which both boarders and day students participate.

The Role

Teacher of Business Studies

Reporting To:	Assistant Head (Academic and Operations)
Direct Reports:	Nil

The Department

Business Studies is an important subject at Heathfield, offered at GCSE and A Level in small, mixed ability classes. Classes are currently taught using the Pearson Edexcel specifications, although prior experience in this exam board is not essential. The department and teaching space is well equipped, with all classrooms featuring a projector at the very least.

Key Responsibilities

- Plan and deliver lessons to the highest standard, ensuring pupils make sustained progress
- Develop one’s own teaching practice to reflects Heathfield’s ethos and expectations
- Foster a love of Business to encourage and prepare pupils to study as a GCSE/A Level option
- Be committed to supporting and reviewing curriculum development including the review and management of schemes of work
- Awareness of developments within business in the wider world and as relevant examples to pupils
- Contribute to the School’s extra-curricular programme either in the context of Business or as needed
- Maintain regular and productive communication with parents where required
- Provide or contribute to pupils reports and assessments
- Prepare pupils for both internal and external examinations
- Analyse pupils’ performance in assessments and examinations
- Support and collaborate with other colleagues in the wider staff body as needed
- Attend meetings relevant to the post





Person Specification

In line with Heathfield's ethos and provision, classes are deliberately smaller; in Business Studies GCSE classes tend to have 7 or 8 students and A Level classes 2 or 3 students.

Expectations are therefore high, and the School welcomes applications from specialists who are passionate, aspirational and committed to the success and wellbeing of their students.

As a one-person department the teacher of Business Studies has ownership of all elements of the subject, from schemes of work to the promotion and extra-curricular elements of the subject. Therefore, the ideal candidate would embrace the autonomy and opportunity inherent in the role, and be confident in taking initiative to drive the subject forward.

We are seeking candidates who:

- Are qualified to at least degree level in a relevant subject with QTS/PGCE status
- Have experience of teaching Business Studies at A Level (GCSE desirable only)
- Possess excellent subject knowledge, with ability to reflect and improve on own practice
- Demonstrate resilience, motivation and commitment to driving up standards
- Are committed to equality of opportunity and the safeguarding and welfare of pupils

Please note that currently, with one class in each of the four year groups taking GCSEs and A Levels, the teaching load equates to a 0.7 post. The timetable for Business Studies this academic year is therefore only four days per week, in line with the wishes of the current postholder. However, for the right candidate the School would be willing to offer a full-time post to also include teaching of a second subject or additional responsibilities.

Terms

Salary
Competitive.

Pension
Eligible staff will be automatically enrolled onto the contributory pension scheme.

Meals and Refreshments
We provide excellent meals in the Dining Hall during term time and refreshments are available throughout the day; both are free of charge.

Personal Accident Insurance Scheme
The School currently participates in a Personal Accident Insurance Scheme.

Fee remission
The School offers a generous discount on fees should their daughter(s) attend the School.

Parking
Free parking is available on-site.

Welfare and Other Benefits
Welfare initiatives available include the use of the School’s swimming pool and gym (at set times), access to discounted massage and reflexology sessions and yoga classes. The School has medical care with the addition of access to a counsellor. Staff also have access to the Employee Assistance Programme which provides caring and compassionate advice and support on professional and personal matters. We also offer the cycle-to-work scheme.

Equality and Diversity
Staff are expected to promote equality of opportunity for all pupils and colleagues, both current and prospective, and support an environment that values diversity.

Promoting British Values
Heathfield recognises the importance of placing emphasis on fundamental British values in the curriculum and all other aspects of School life. These values reflect the ethos of the School and all members of the community have a role to play in delivering the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. All staff are responsible for promoting these values when opportunities arise.

Application Process

Applications should be submitted on the school’s forms, which can be accessed by [clicking here](#). The completed form should be accompanied by a letter of application and CVs submitted by email to recruitment@heathfieldschool.net.

Closing date for applications: Noon on 26 November 2025
Interviews: w/c 1 December 2025.

Applications will be acknowledged and will be evaluated against the selection criteria. We reserve the right to call suitably qualified candidates to interview before the closing date. Early applications are therefore encouraged. Heathfield School welcomes applications from all sectors of the community. Right to Work in the UK is essential.

Disclosure and Barring Service (DBS)

Heathfield School is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Enhanced Disclosure and Barring Service check.

Safeguarding and Child Protection

Heathfield is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the School's Safeguarding Children and Child Protection policy and procedures at all times.

Heathfield School is an equal opportunity employer, committed to diversity and the creation of an inclusive environment for all employees. Employment selections are made according to suitability for the post, irrespective of background or protected characteristics.



Heathfield School
Ascot

Inspiring tomorrow's generation to live and lead with integrity, ambition, and innovation

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