



Haberdashers'

**Hatcham  
Temple Grove  
Free School**

## 2021-22 Primary Class Teacher Candidate Briefing Pack

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Haberdashers' Hatcham Temple Grove Free School



[www.habshatchamtgfree.org.uk](http://www.habshatchamtgfree.org.uk)

## Welcome from our Principal



Dear Candidate,

Thank you for your interest in the post of Primary Class Teacher at Hatcham Temple Grove Free School.

Hatcham Temple Grove Free School is now well established as an over-subscribed and highly successful Primary school. It is an 'outstanding' school, which serves its local community well.

We are seeking teachers who are solution focused, ambitious for themselves and the children they serve and who will thrive in a high trust, high support and high expectations environment.

You will be a team builder and a team player, working as an integral part of the Haberdashers' Academies Trust South, which will offer you access to the resources and support you need.

We welcome applications from NQTs and have a track record of supporting teachers who are early in their career.

As an employer, we are committed to fairness, and we strive to ensure a culture which is genuinely diverse and inclusive.

A handwritten signature in black ink that reads "David A. Welsh". The signature is written in a cursive style with a large initial 'D' and 'W'.

David Welsh  
Principal  
Haberdashers' Hatcham Temple Grove Free School

# About Haberdashers' Academies Trust South



**We are a multi-academy trust consisting of four secondary schools and five primary schools and have been educating children and young people since 1876.**

Our moral imperative at that time was to ensure that every child in our care received the best possible education in order to make the best start in life. That moral imperative remains today, underpinned by our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect.

In a complex world, we need our children and young people to be as well equipped for their future as possible so that they can flourish. We will support them to become compelling individuals so that by the time they leave us they will have experienced a range of opportunities that not only build their mind but also build their character.

We are proud to be a diverse community and take seriously the need to ensure that every child, young person and adult connected with our schools feels included, welcomed and listened to. This is an important part of who we are and our commitment to equality and fairness. This commitment remains at the forefront of our work.

To find out more about Haberdashers' Academies Trust South, please visit: [www.habsfed.org.uk](https://www.habsfed.org.uk)

## VISION 2026 Every School an Excellent School

It is the Trust's vision for all of our schools to be excellent schools. Our mission is to ensure that every one of our children and young people flourishes at school so that they can be successful in their lives.

### Our three main objectives are:

- Excellent outcomes for all children and young people so that they can be successful in their next steps and future lives;
- To be regarded as a great employer, attracting, retaining and developing the best staff;
- To be the Trust of choice and a welcome presence in our communities.

To find out more about our Vision and Strategy, please visit: <https://www.habsfed.org.uk/Our-Vision-and-Strategy>

## Our Sponsors

**Our sponsors are a huge part of the culture within our schools. The links with our sponsors are a unique and special part of what makes Hatcham Temple Grove Free School what it is today.**



### The Worshipful Company of Haberdashers

Our main sponsor is the Worshipful Company of Haberdashers, one of the Great Twelve Livery Companies of the City of London. Education is of prime importance to the Haberdashers' Company and today there are more than 12,000 children and young people in the Haberdashers' family of schools that benefit from the relationship.

Our Haberdashers' roots go back as far as the 1680s when our founder, Robert Aske, left a sum of money to build a school for 20 underprivileged children. Despite his philanthropic work, Aske's life and work is not without some controversy, particularly his investment in the Royal African Company, a slave trade company, in 1672. Aske's involvement in the slave trade is not in doubt, but having recently carefully considered and widely consulted on these past events and what they mean for us today, we believe his legacy has made such a significant contribution to our schools and the education of young people in our community, however we will no longer use the name 'Aske' in the common name of our Trust and our schools.

Being part of the Haberdashers' community is very important to us as a school. The Haberdashers' come and visit us each year to hear from the children, to see what has been happening in our school and to celebrate our achievements. The Haberdashers' Company supports pupils, past and present, as they progress through their educational and professional journey, which offers our pupils something truly unique.

Find out more: [www.haberdashers.co.uk](http://www.haberdashers.co.uk)



### Temple Grove Schools Trust

Temple Grove Schools Trust is a charitable trust dedicated to raising standards for primary education. The Trust was founded some 50 years ago and springs from one of the country's oldest prep schools, Temple Grove founded in 1810. The Trust seeks to provide all children with a breadth and depth of learning opportunities in order to realise individual aspirations and potential.

Our primary schools are extremely fortunate to have a partnership with the Temple Grove Schools Trust. Schools benefit from bursaries that allow us the opportunity to give our children learning experiences they may not get at other schools; including music lessons, professional coaches and multiple trips.

Find out more: [www.templegrove.org.uk](http://www.templegrove.org.uk)



## Job Role

Job Title:	Primary Class Teacher
Contract Length:	Permanent
Contract Type:	Full-time
Salary:	M1 – M6 or Upper Pay Scale, inc Inner London Weighting
School/ Service:	Haberdashers' Hatcham Temple Grove Free School
Location:	Lewisham, South London
Accountable to:	Phase Leader

### About the role

The post holder will maintain and raise the standards of attainment of the pupils in their class and ensure that planning, preparation, recording and assessment meet their varying learning and social needs. To maintain the positive ethos and core values of the school, both inside and outside the classroom.

We are seeking an ambitious and committed educationalist to support this exceptional primary school. We welcome applications from both experienced teachers and NQTs. Hatcham Temple Grove Free School is a very popular and oversubscribed non-selective two form entry primary school.

The academic outcomes for our children at all levels are very excellent. In 2015 Hatcham Temple Grove Free School received an 'outstanding' rating from OFSTED. As a member of the teaching staff your role will include building on this success to ensure we are both locally and nationally recognised for excellence.

### Professional Development

Our staff are important to us. We know that without great staff, our children will not be as successful. Therefore, professional development is key to our success. We are fortunate to have our own teaching school (Habs Institute), where a number of professional development programmes are co-ordinated.

# Key responsibilities of the role

## Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils

## Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- plan teaching to build on pupils' capabilities and prior knowledge
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study

## Demonstrate good subject and curriculum knowledge

- foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulation and the correct use of standard English
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

## Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant area(s)

## Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know

- how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs;
- those of high ability; those with English as an additional language; those with disabilities; and be able to
- use and evaluate distinctive teaching approaches to engage and support them

### **Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory
- assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to
- respond to the feedback

### **Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good
- and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies,
- using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve
- and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary

### **Fulfil wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being

# Knowledge, skills and experience



## Education and Training

- Degree level or equivalent qualification
- Qualified Teacher Status

## Experience

- Experience of working with children in primary age range
- Experience of working in a school environment and with the teachers and children
- Experience of leading a subject area within primary school is desirable
- Experience of training others is desirable

## Knowledge and Skills

- Have a clear understanding of the National Curriculum and its application
- A knowledge of strategies that enable the teacher to teach mixed ability pupils within the same class
- A knowledge of current primary assessment
- An understanding of how to motivate and inspire learners
- Understand wider responsibilities of a class teacher

## Personal qualities

- Passionate about learning and teaching within the primary age range
- Organised and disciplined, good at planning and managing complex tasks, including when working with others
- A self-starter and proactive, keen to identify opportunities for improvement and able to drive them forward alone or in collaboration with others
- Open-minded and keen to further develop and learn

## Why Haberdashers?

Joining Haberdashers' Academies Trust South at any point in your career will be a rewarding and fulfilling experience. You will be part of a driven team that spans nine schools and a central services team in South East London and Kent, who are all resolute in their aim to make our schools excellent places to learn and work. We offer an attractive benefits package, plenty of professional development opportunities and a focus on career growth. You will also experience a flexible and supportive work environment with a focus on health and wellbeing, and a culture of openness and respect.

- **Providing talent development opportunities:** Habs Institute, the professional learning arm of the Trust, is committed to the development of all our staff and departments.
- **Haberdashers' Advantage:** our relationship with the Haberdashers Company ensures that working for the Trust is a truly exceptional and unique experience
- **Offering flexible working:** We are able to consider flexible and family-friendly working opportunities.
- **Pensions:** when you join the Trust you will be enrolled onto a Teaching or Local Government pension scheme
- **Supporting your health and wellbeing:** All our employees have free access to a 24-hour confidential counselling service.
- **Perks and discounts through Perkbox:** All our staff have access employee benefits, recognition and wellbeing via the Perkbox platform.
- **Season ticket travel loans & Ride2Work scheme:** Get help with travel through a travel ticket loan or help with buying a bike
- **Computer Loan Scheme & Microsoft Office:** Purchase hardware or software at a discounted rate
- **Discounts:** Enjoy money off with a range of suppliers including Apple and O2
- **Actively promoting equality and diversity:** We are committed to promoting an equal and inclusive community and attracting a diverse range of candidates.
- **Join us on our journey:** over the next five years we will bring our mission to life with our strategic vision of 'every school an excellent school'

To find out more about the benefits of a career at our Trust, please visit: [www.habsfed.org.uk/Benefits](http://www.habsfed.org.uk/Benefits)



## Recruitment process and additional recruitment information

**Closing date:** Monday 6<sup>th</sup> June 2022, 12noon  
**Interview date:** TBC

### **Recruitment Process:**

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against this criteria, you will then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- Written tasks
- Classroom visits
- Panel Interviews on a variety of topics

### **Special Requirements:**

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [htgfsshr@haaf.org.uk](mailto:htgfsshr@haaf.org.uk)

### **Equality and Diversity:**

We recognise the benefits of a diverse workforce. We are committed to eradicating discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference

**References:** Before you are invited to interview, we will obtain references from your referees. In order to prevent any delays, please ensure that the reference section of the application form is accurate and completed in full.

**Right to work in the UK:** Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

**Data Protection:** Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

**Criminal Convictions:** All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the School before employment can commence.



Haberdashers'

## Hatcham Temple Grove Free School

For an informal discussion about this post,  
more information or to arrange a visit,  
please contact: [htgfshr@haaf.org.uk](mailto:htgfshr@haaf.org.uk)

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Thank you for your interest in the  
Haberdashers' Hatcham Temple Grove  
Free School. We look forward to receiving  
your application.