



Haberdashers'
**Hatcham
College**

Peripatetic Violin Teacher Candidate Briefing Pack

Haberdashers' Hatcham College
2021-2022



www.habshatcham.org.uk



Welcome from our Principal

Dear Candidate,

Thank you for your interest in the post of Peripatetic Violin Teacher at Haberdashers' Hatcham College. It gives me great pleasure to write to you as the Principal. Our College was formed by the Worshipful Company of Haberdashers in 1875 and in 2005 was the founding school of the Haberdashers' Federation Trust. The College has a long history dating back to the original Haberdashers' School in Hoxton in 1692. This school moved to its current two sites on Jerningham Road and Pepys Road in New Cross in 1875. Today, the College has three campuses including the Jerningham Campus with Years 7 – 9, the Pepys Campus with Years 10 – 13 and the Sports Fields at Nunhead (short walk from the Pepys Road site). The Pepys Campus shares space with The Free School (Primary School) which continues to be one of our feeder schools. Considerable building work has taken place over the years and our estates plan and strategy plan continues to be governed by ensuring teaching and learning remains at the heart of what we do.

In 2021, openness and transparency guided our discussions following the news that our founder, Robert Aske, had been a shareholder in the Royal African Company. It was important to listen to the views of as many people involved with our Trust as possible, and so we began an extensive consultation during the summer term. This ended in July 2021. The Federation has since been renamed Haberdashers' Academies Trust South with Haberdashers Hatcham College one of its four existing secondary schools. Our College has long-standing traditions and we believe that it is important for our young people to learn lessons from the past and define the narrative for their future. They are central to our story. Every child deserves a great school on their door step and we remain steadfast in our drive and belief to ensure that our children enjoy a great schooling experience each day.

Young people face a number of challenges in the world today, now more so than ever. At Hatcham College, we seek to support each pupil in navigating their way to live a happy and successful life, at the College and beyond. We drive our young people to achieve the best academic qualifications they can whilst finding out who they are, what they stand for and what they have to offer. The College is able to draw upon skills and expertise from four Secondary and five Primary Schools within the Trust. Working closely with colleagues has created a culture of continuous improvement, teamwork and open communication. By working together, we are afforded a distinct advantage in what we are able to offer to staff, parents/carers and children within the College and across the Trust.

This role comes at an exciting time, and we are filled with great optimism, working in partnership with the Trust, Local Governing Body and College Leadership. Together with the Hatcham Leadership Team (HLT), Extended HLT, teachers, support staff, parents, carers and pupils, we seek to improve our three key priorities; Powerful Curriculum, Great Teaching and Working Together. Our pupils feel safe and enjoy school. However, there is more that we can do. We have a continued focus on reducing the disadvantaged gap whilst challenging the most able.

We are seeking someone who is committed, enthusiastic and keen to support our young people to strive for excellence and be the best version of themselves. Being a positive member, contributor and team-player are integral to the College and Trust, which offers a wide range of opportunities, resources and support so that staff can develop and flourish here. As an employer, we are committed to fairness and equality, and within the College, we proudly promote and celebrate a culture and ethos which is genuinely diverse and inclusive.

Great journeys require great people and we are seeking a candidate wishing to be on this journey to improve the progress and outcomes for our young people with us. I very much look forward to hearing from you.

Seema Solani
Principal

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

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 College 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



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

"I have been teaching at Haberdashers' Hatcham College since my NQT year over 20 years ago.

In that time, I have been given various opportunities to develop professionally and implement new projects and programmes that benefit our students in a variety of ways.

I greatly value the guidance, support and encouragement of members of my department, middle and senior leaders who are always open to discussing new ideas and ways of working that lead to improved student outcomes.

I am the parent of two teenage children, both who attend Hatcham College. They both feel safe, are very happy, and with the support of their teachers, are developing into extremely resilient and independent young people."

Job Role



Job Title:	Peripatetic Violin Teacher
Salary:	£36.25 per hour
Contract type:	Permanent
School:	Haberdashers' Hatcham College
Location:	New Cross, South East London
Accountable to:	Director of Music

About the Role

Hours: Approximately 4 hours per week

Purpose of role:

- To create and embed a culture that enables all students to maximise their achievements across the spectrum of school life.
- To teach One to One lessons as required by the Director of Music.
- To encourage musical development through individual and group learning.
- To advise and rehearse appropriate repertoire as directed by the Director of Music for GCSE and A Level performances.
- Hours will fluctuate with termly changes/demand etc so some flexibility is required.

The ability to lead an ensemble would be a benefit for this position. The successful candidate must have experience of preparing students for external Trinity/ABRSM/Rockschool exams along with GCSE and A Level.

Key responsibilities of the role

1	To fulfil commitments as required by the Director of Music.
2	To plan and prepare effective peripatetic instrumental lessons and ensembles.
3	To teach engaging and effective lessons that motivate, inspire and improve student attainment.
4	To use regular assessments to monitor progress and set targets.
5	To maintain regular and productive communication with parents, to report on progress and achievements.
6	To plan and keep records of lessons, progress and achievement and keep accurate attendance registers and other such records.
7	To maintain and establish positive behaviour for learning across the school.
8	To report the specific needs of any individual students to the Director of Music.
9	To lead and support musical performances and ensembles as required by the school.
10	To provide stimulating and enrichment extracurricular opportunities for students and potentially members of the wider school community.
11	To communicate and liaise with staff, parents and students and members of the local community as appropriate.

Other specific duties

- To continue personal professional development as required
- Attend staff and other meetings and participate in staff training and development events as required
- To actively engage in the performance review process
- All support staff may be asked to perform appropriate duties as and when required by the school, commensurate with the salary grade of that post if it is higher than the employee's current salary
- To work in the best interests of the school, students' parents and staff
- To adhere to the school's policies and procedures with particular reference to Child Protection, Equal Opportunities, Teaching and Learning and Health and Safety

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

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

“Working in the Trust
and in this job, I just
love it. I embrace
everything about it.
There are so many
opportunities in the
Trust for growth and
expansion”



Recruitment Process and Additional Recruitment

Closing date: 3rd December 2021

Interview date: Interviews will be held as and when applications are received.

Recruitment Process:

Once you have submitted your application, it will be assessed against your relevant experience and the criteria in the job description and 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
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Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing hatchamhr@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.



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For an informal discussion about this post,
more information or to arrange a visit,
please contact: hatchamhr@haaf.org.uk

Thank you for your interest in the
Haberdashers' Hatcham College. We look
forward to receiving your application.