

# Habs

HABERDASHERS'  
BOYS' SCHOOL



Class Teacher

CANDIDATE INFORMATION

# Headmaster's welcome

*This is an exciting time in the history of Haberdashers', with a new strategic plan committed to exceptional education, closer collaboration with Haberdashers' Girls' School and the development of our Elstree campus over the next decade.*

Joining us at this point of your career offers an outstanding opportunity to have an impact on the future of this great school.

We offer a warm and nurturing environment, balancing the best of our history with ambitious aims for the future.

Each school year brings new challenges and opportunities, but our goals of academic excellence, pastoral care and strong community always remain.

Our pupils are stretched and challenged by inspirational teaching in truly world-class facilities, and we take great pride in ensuring our staff and students are given all the resources needed to strive for success and fulfilment.

Teachers at Habs have a shared passion for educating the brightest minds both inside and beyond the classroom.

We offer a plethora of character-building co-curricular options and staff are encouraged to be involved in the many wonderful trips, expeditions, fixtures, concerts and plays.

The health and wellbeing of our community is of the utmost importance to us, and we offer superb pastoral care for pupils and hold regular seminars and sessions for staff to support wellbeing.

We have a strong commitment to providing high quality training and development for all staff, and we are exceptionally proud of welcoming new entrants to the profession, supported by a highly regarded Newly Qualified Teacher Programme, which includes regular seminars and a dedicated mentor.

We look forward to receiving and reading your application with great interest.

Robert Sykes  
**Headmaster**



# Overview

*Founded in 1690, Haberdashers' Boys' School, Elstree is a leading independent day school for boys aged 4–18. The School's academic results place it amongst the highest-ranked schools in the UK.*

The co - location of our School with Haberdashers' Girls' School provides us with best of both worlds: an excellent single-sex education within a co - educational environment.

We trace our roots back to the 17th century when our founder, Robert Aske, established the principles that guide us to this day - to give talented and ambitious young people the opportunities they need to succeed in life.

Our purpose at Habs is to ensure that every student who comes through our school is empowered to be able to make a profound impact in the world. We want all our students to have the capacity to lead and to make a positive difference, whether that be by driving positive change in society, or simply by being a good person who makes a difference to those around them.

We are an academically ambitious school. Students at Habs can expect to be challenged above and beyond any exam curriculum. We encourage students to think hard, and we nurture intellectual curiosity, all of which enables students not just to excel in exams and achieve their higher education goals, but also to develop an enduring love of learning.

We develop students' personal skills and attributes. Through our exciting curriculum and our outstanding range of co-curricular and partnership opportunities, students develop character, independence, creativity, teamwork and the ability to communicate and motivate others. We value every individual for who they are and support our students to find happiness.

We encourage students to take responsibility and ownership. Students have opportunities to lead, in Sports, Music, the Arts, CCF, through our partnership initiatives, and in many other ways, helping them to recognise the part that they can play to make our community even stronger and more cohesive, whilst having fun along the way.

By enabling students to achieve the highest academic outcomes, to grow personally, and to invest in our community, we can be sure that they will leave us fully equipped to make their own profound impact in the world.



# The *Site*

*The School occupies purpose-built facilities in a superb setting: 100 acres of playing fields and grounds, all within easy reach of North London.*

Today the School educates approximately 1,250 boys from the age of 4 to 18, including 320 in the Prep School and 220 in the Sixth Form.

The Prep School is housed in a purpose-designed building on the same campus as the Senior Schools. In January 2023, we opened our brand-new, purpose-built, Pre-Prep building.

Admission to the School is by competitive selective assessment, and students enter at 4+, 7+, 11+ and 16+. On its most recent visit in March 2022, the Independent Schools Inspectorate rated the School “Excellent” in all areas, click [here](#) to view.

The School operates an extensive coach network; used by 70% of our students, ranging from Harpenden in the north, St John’s Wood in the south, Hertford in the east and Rickmansworth in the west.



# Pastoral *Care*

*Every adult in the School has a responsibility for the students' well-being, welfare and security, and there are many layers of care in place.*

The Pastoral Team is led by the Deputy Head (Pastoral), who work closely with Form Tutors, Phase Leaders, House Leaders, the School GP and Nurses, a Counsellor and the Individual Needs team. The provision of pastoral care is designed to help students make decisions and to care about others within the framework of a very diverse community.

A programme of PSHE (personal, social, health and citizenship education lessons) covers important issues of self-development and allows pupils to reflect on their responsibilities to each other and the wider community.

All students are placed in one of four Houses. Houses offer opportunities to work within vertical groups across all year groups, promoting resilience and fun, team spirit, competitive edge and opportunities for leadership.





# Co-curricular *Life*

*The School offers a broad and stimulating co-curricular programme, enabling a wide range of artistic, cultural, outdoor and sporting opportunities for all its pupils.*

There are over 50 Clubs and Societies, as well as regular Drama performances and theatre visits. The School's rich musical life comprises a number of choirs, orchestras and ensembles. There are daily opportunities for recreational and representative sport.

Forest School is a popular Outdoor Pursuit. Other representative options include Eco Council and School Council. Students enjoy many volunteering and charitable initiatives, and there is an annual programme of national and international trips and visits with over 40 planned this academic year.



# Staff Team

*The school's staff is drawn from a large catchment area which includes North London, Herts, Beds and Bucks.*

This strong community comprises 30+ employed staff (teaching and non-teaching), alongside visiting music teachers, coaches and volunteers. Staff foster excellent relationships with the students and are committed to supporting the provision of co-curricular clubs, House activities, school trips and other events.

The School supports the continuing professional development of its staff. As well as external INSET courses, a full and varied programme is offered in-house.

There is a well-established performance-related pay programme which is closely linked to the professional development programme. The School supports staff in gaining relevant qualifications such as ISOQAM, QTS, PhD, as resources allow.

All new staff attend an induction programme of weekly meetings with their assigned mentor offering practical sessions to ease the transition to a new school. New staff are also assigned a staff buddy from outside their subject areas. The School has its own pay scale and, at the discretion of the Headmaster, salaries are above the National Pay Scale.

The Prep School Senior Leadership Team comprises the Head, Head of Pre-Prep, the Senior Deputy Head (Academic), the Deputy Head (Pastoral) and the Assistant Head Co-Curricular, Timetable and Data.

More information is available [here](#).



# The Haberdashers' *Family*

*The Elstree Schools (Habs Boys and Habs Girls) are part of the Haberdashers' Company and, as such, form part of a wider family of schools in both the independent and state sectors across England and Wales.*

Between them, these schools operate across the grammar, academy and independent sectors, educating children at primary, prep and secondary ages, with both boarding and day provision. There is active sharing of best practice at multiple levels between all four main 'hubs', and the Company is a recognised voice on the national educational stage. More directly, the Haberdashers' Company is highly engaged in the work of the Elstree Schools in a number of ways, including deputations, the provision of Governors and charitable funding, and cross-hub events in music, sport and other co-curricular activities.

There is ongoing work to deliver "The Haberdashers' Advantage programme", leveraging the enormous Haberdashers' community across all the Schools to benefit students with mentoring, admissions advice, charitable support, character development opportunities and cross-hub experiences.





# Our Strategy

*Habs Boys and Habs Girls now have a shared vision, mission and strategy for the future.*

Following an extensive and far-reaching review, the Governing body of our two schools have developed an exciting and ambitious strategy. The strategy is designed to ensure our students flourish in an increasingly global and technologically driven workplace.

One of our key strategic imperatives is maximising the benefits of colocation of the Boys' and Girls' Schools.

We work together, offering the best of single-sex education in a co-educational environment, together with a rich co-curricular programme; with joint trips, concerts and clubs taking place across the age ranges.

Additionally, the Careers and Higher Education staff work closely to provide all students with unparalleled access to a range of alumni who provide guidance, expertise and practical opportunities as they approach the end of their time with us before heading off to university.

Since September 2022, all Sixth Form students have had joint lessons in at least one of their A level subjects. These lessons will be taught at either the Boys' or at the Girls' School. This is a unique and exciting opportunity, which has enabled us to maximise our resources and ensure all Habs students leave fully prepared for the modern world.

Read more about our strategy [here](#).

Watch our Meet The Heads video [here](#) and Profound Impact films [here](#).



# *The current strategic priorities for attainment between 2025 and 2030 are:*



## *Aim 1: Learning*

We will provide the most exciting, challenging and innovative experiences – bringing a sense of magic and wonder to learning. We will prepare students intellectually, emotionally, socially and technologically to carve out the futures they want. They will become lifelong learners, capable of endlessly adapting to an ever-changing world.



## *Aim 4: Partnerships*

We will 'open our gates' and expand our horizons, engaging more deeply with a wider range of communities, institutions and individuals – locally, nationally and globally. This will deliver mutual opportunities for discovery, adventure and progress.



## *Aim 2: Caring*

Every student will be valued for who they are as a unique individual. They will know that Habs always offers kindness and encouragement and that we will proactively nurture and support them. We will also ensure that they understand the importance of protecting and developing their own wellbeing, spirituality and independence.



## *Aim 5: Talent*

Our reputation will draw the brightest students to us. We will also become an inspirational, diverse and inclusive 'destination employer', attracting world-class teaching and professional services staff. We will retain this talent through excellent personal and professional development opportunities, a strong sense of belonging, and mutual support and respect.



## *Aim 3: Exploring*

The depth and breadth of our co-curricular programme will be unmatched, offering superb opportunities for each student to excel academically while also pursuing their personal interests and talents. Students will be capable of being both team players and leaders, developing their resilience, self-awareness and confidence they need to take risks and cope with the outcomes.



## *Aim 6: Campus*

We will be a responsible 'custodian' of our historic campus to create an outstanding learning and working environment for students and staff. We will reimagine education by being a responsible custodian of our campus; supporting and developing existing buildings and facilities; investing in state-of-the-art, environmentally sustainable facilities which can flawlessly support the delivery of our other aims.

Find out more [here](#).

# The *Prep* School

*Entry to the Preparatory School is highly competitive. Academic provision is exceptional and pastoral care is outstanding. In the Prep School process is celebrated alongside outcome, and skills are valued as equal to knowledge. We believe in providing our students with the learner toolkit they require to be curious, courageous and ambitious lifelong learners.*

The pupils travel to the school from local and far-reaching destinations; there is an extensive transport system provided by Haberdashers' for student from Year 3, with this extending to Reception for 2025. The pupils in the school come from more than 20 different feeder schools and Nurseries across north London and southwest Hertfordshire.

The Prep School shares the same campus as the Senior School and our sister school, Habs Girls School. Whilst most of the teaching takes place within the Prep and Pre-Prep buildings, shared onsite facilities are used for Music, PE and Swimming.

There are 2 classes per year group in Reception to Year 2 and 3 classes per year group in Year 3 to Year 6. There are approximately 20 students per class. The pupils are academically able and gain entry to the school through a competitive academic and character assessment process. Standards are high. Enthusiastic, and well-motivated, pupils participate to an impressive level in a broad range of co-curricular activities.

The Prep School curriculum is broadly-based and covers all ten National Curriculum subject areas as well as Theology and Philosophy and Habs+, a student-led, enquiry-based project undertaken by students in Y5 and Y6. There is a well-equipped Science Lab and specialist rooms for Art and Design & Technology. The Prep has an excellent Library and an After-School Care Facility, which runs until 5:30 pm Monday - Friday. From Reception to Y4, teaching is largely classroom-based with additional specialists who teach Music, PE, Art, D&T and Languages. All subjects in Year 5 and 6 are taught by subject specialists.





# The role

*We are looking for an enthusiastic and committed Class Teacher to join our vibrant Prep School team from September 2025. Candidates may be a new entrant to the profession or someone looking to move to broaden the range of their experience in an ambitious and caring environment, working with curious, courageous and fun pupils.*

## **Class Teacher**

- Plan for and keep records of the teaching of all classes, as allocated considering -
- The ambition we have for our pupils and their own aspirations.
- The promotion of intellectual curiosity and courage as our pupils learn.
- Ambitious and stimulating application of schemes of work.
- The inclusion of all pupils, regardless of age, ability, or individual needs.
- The range of cultural representation within teaching sets and the wider community.
- Any health and safety considerations relevant to the teaching environment.
- Policies of the department or departments.
- Set and mark challenging and ambitious work, as appropriate for the pupils and subjects taught, in line with the School assessment policies.
- Monitor and assess the progress of pupils, recording marks and writing reports as required.
- Work collaboratively as part of the Prep School team.
- Take particular pastoral responsibility for those pupils in your Form and teaching groups.
- Liaise with pastoral staff as necessary to uphold the wellbeing of all pupils.
- Maintain high levels of behaviour management with your Form and teaching groups and support the upkeep of whole-school standards of behaviour.
- Carry out supervisory duties as required, upholding standards of conduct and appearance at all times.
- Play an active part in the wider aspects of school life, including meaningful co-curricular activities.

*The successful candidate will have the ability to inspire and teach bright pupils to a high standard and to make an impactful contribution to the Prep School curriculum. The School has an exceptional induction and professional development programme to support new colleagues. Full involvement in the wider life of this outstanding Boys' school is expected.*



# Experience, *Skills, Qualities*

## *Personal qualities*

- Readiness to support extra-curricular activities within and outside department, after school and at other times.
- Good organisation and planning.
- Flexibility and resilience.
- Ability to inspire and motivate.

## *Knowledge and Experience*

- Excellent interpersonal skills, the ability to build strong, positive relationships and communicate professionally and thoughtfully with students, families, and teachers.
- Resilience and work ethic, to be able to thrive in a busy, fun and ever-changing environment.
- Genuine passion for education and the thriving of young people.
- A reasonable level of technical expertise including in ICT and a desire for continual professional development and to learn new skills.

## *Education, Qualification*

- Qualified Teacher Status (QTS).
- Good honours degree in a relevant subject area.

# Remuneration

*Haberdashers' Boys' School is one of the leading schools in the country and it recognises and rewards teaching excellence. We offer attractive salaries and pay progression when compared with the wider education sector, and specifically, with the independent sector.*

- A competitive salary, commensurate with the candidate's experience and the size of the School
- Approximately 17 weeks holiday per year
- Generous Private Pension Scheme
- Additional life insurance cover, access to Employee Assistance
- Extensive professional development training opportunities
- Access to Employee Assistance Programme
- Free lunch and refreshments during term time
- Free onsite parking or access to travel on the schools extensive coach network
- Free access to sports facilities and well-being programmes for staff
- Free access to state-of-the-art sports facilities including the gym, swimming pool, and fitness classes
- Wellbeing initiatives and programmes, such as yoga, mindfulness sessions, and health checks
- Access to an online GP service, providing quick and convenient healthcare advice
- Access to Vivup, the staff benefits platform, featuring discounts, financial advice, and wellbeing resources
- Cycle-to-Work Scheme and other green travel incentives including Octopus Electric Vehicle





# Application *Process*

*Haberdashers' Boys' School is committed to safeguarding and promoting the welfare of children and young people. Successful candidates will be subject to an enhanced DBS record check.*

Before you apply for this post please ensure that you have read our [Guidance](#), which can be found on the [Vacancies](#) section of our website.

Please complete an application through MyNewTerm before the deadline. CVs will not be accepted.

If you would like to visit the School before submitting an application, please do contact the School.

**Closing date: Monday 12th May 2025 (Midday)**

We are reviewing applications as they arrive and we reserve the right to close the vacancy before the deadline, so please apply as soon as possible.

Please note that due to the volume of applications we receive, we are unable to provide individual feedback except to those

candidates who are invited to interview.

The Haberdashers' Elstree Schools are an equal opportunities employer and welcome applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities and experience).

All applicants should read the Schools' safeguarding policy (available [here](#)) and are required to declare any criminal convictions or cautions or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

*N.B. Safer recruitment checks will be made at all stages of the recruitment process.*