



**Graduate Teacher  
Training Programme**

## TRAIN TO TEACH AT HABERDASHERS' ASKES'

From September 2021. Opportunity for graduates in Mathematics and Sciences.

The Haberdashers' Aske's Boys' School and Haberdashers' Aske's School for Girls are seeking to appoint two graduates qualified in Maths or Sciences to join their teacher training programme.

This is an exciting time in the history of our two Schools, with newly appointed Heads, and a new strategic plan committed to closer collaboration between the Schools.

We welcome applications from graduates aspiring to a career in teaching. You may currently be an undergraduate or thinking about a career change. As a highly qualified graduate, passionate and knowledgeable about your subject area, you will show an aptitude for enthusing young people about learning. Our training programme will support your aspiration to train to teach in a stimulating environment with access to superb facilities and professional expertise.

## How to apply

Candidates should apply through our training provided eQualitas on their website:

### For Mathematics:

[www.teachingapprenticeships.com/jobs/mathematics-trainee-teacher-mathshab3year/](http://www.teachingapprenticeships.com/jobs/mathematics-trainee-teacher-mathshab3year/)

### For Science:

[www.teachingapprenticeships.com/jobs/science-trainee-teacher-scihab3year/](http://www.teachingapprenticeships.com/jobs/science-trainee-teacher-scihab3year/)

Closing date: 5pm, 11 April 2021.



# Who We Are and What We Stand For

We are Habs, a strong, happy and supportive community committed to the pursuit of excellence in education. We trace our roots back to the 17th Century. Our founder, Robert Aske, established the principles that guide us to this day. We give talented and ambitious young people the opportunities they need to succeed in life.

Our academic performance speaks for itself, but we know that great exam results are just the beginning. A Habs education prepares young people for fulfilment in a world that demands flexibility, creativity, resilience and critical thought. Habs Boys and Girls step into that world with confidence, ready to shape the future and open to a lifetime of new experiences.

Our horizons are wide. We are a diverse community and we nurture a global perspective and a deep sense of responsibility for the world in which our pupils will lead and succeed. Our broad curriculum and co-curricular provision prepares pupils for success wherever their passion may take them.

We work together, offering the best of single-sex education in a co-educational environment. Habs will always be the best place to learn and the best place to teach and work. When you join the Habs family, you will be part of our community long after your schooldays are over.

A portrait of Robert Aske, the founder of Habs, is the background of the page. He is a man with long, dark, wavy hair, wearing a dark, heavy robe with a large, ornate, light-colored ruffled collar. He is looking slightly to the right of the viewer with a serious expression. His right hand is visible at the bottom left, resting on a surface.

Robert Aske  
Founder



# About The Schools

The Haberdashers' Aske's Boys' School and Haberdashers' Aske's School for Girls are two of the eleven schools of the Worshipful Company of Haberdashers. We share a rich history, tracing our roots back to the 17th Century when our founder, Robert Aske, established the principles that guide us to this day - we give talented and ambitious young people, irrespective of background, the opportunities they need to succeed in life.

Our priority is the education of the whole person in a truly exceptional learning environment with outstanding facilities. Our inquisitive students are taught by highly qualified, committed staff who, in partnership with parents, provide every student with the intellectual, cultural, physical, moral, personal and spiritual resources they need to give them confidence to go forward in a changing world.

The quality of pastoral care and the opportunity to take part in the most varied of character-building co-curricular programmes brings with it a duty of ethical leadership and social responsibility.

The Schools occupy traditional and purpose-built facilities in a superb setting: 100 acres of playing fields and grounds, all within close reach of north London. We operate an extensive coach network for use by students and staff, ranging from Harpenden in the north, St John's Wood in the south, Cuffley in the east and Rickmansworth in the west. Pupils leave Habs knowing that they have benefited from the very best, well-rounded educational experience.





# Train to Teach at Habs

Our three-year programme provides high quality, salaried training leading to a qualification recognised across both the independent and maintained sectors. The programme includes in-school, immersive, and supportive experience for individuals who are aspirational, passionate about their subject and who would like to explore teaching as a profession and career path.

Whether your aim is to teach in an independent or maintained school, the Habs Schools' training programme provides an outstanding start.

The three-year course is enjoyable, stimulating and challenging and, once you have achieved your QTS, you will be ideally placed to rapidly progress your career either within the classroom setting or into positions of responsibility. The Schools' graduate teacher programme is open to both graduates who are currently employed as teachers but who do not have QTS and to graduates who have no teaching experience, but looking to start their career in teaching.

So long as you have a suitable degree, a passion for your subject and a wish to impart your enthusiasm to others, you can be considered for a place.

## Year 1

You will follow the Teaching Apprenticeship route to Qualified Teacher Status (QTS) with e-Qualitas, in addition to gaining a PGCE with the University of Buckingham.

You will be based at either the Boys or Girls schools over the 12-month period, with an opportunity to teach at both schools during the year, in addition to spending 6 weeks in a contrasting-maintained school to further broaden your experience. Opportunities to teach at our Prep/Junior Schools will may also be available.

This is a supernumerary post with a reduced timetable and protected time for regular mentoring and lesson observation, as well as being part of many different teams from which you will receive guidance and advice in the aspects of a school; academic, pastoral, co-curricular. Our INSET courses and in-house bespoke training will continue to build your knowledge and confidence, as will working closely with colleagues in your own subject area to develop subject-specific knowledge and pedagogy. This in-house training and support run alongside the training and guidance provided by e-Qualitas. You will be given 20% 'off the job' training time which involves; directed tasks, training days, weekly reflective activities, reading and assignments building up a portfolio of evidence to show that the Teachers' Standards are being met.

Your allocated school mentor will observe you teach and meet with you weekly, as well as an allocated e-Qualitas tutor who will visit you 5 times over the year. Your training will be focused on the DfE Teaching Standards and you will learn how to plan so that all pupils make good progress in lessons over time. You will have multiple opportunities to rehearse and refine different approaches to teaching that prepares you for the reality of the classroom. You will be assessed for QTS against the apprenticeship teacher standards, within the 12-month apprenticeship programme, at which point QTS is awarded.

## Year 2 to 3

After QTS has been awarded you will become a Newly Qualified Teacher (NQT). If you show the appropriate commitment and potential the Schools' will support, you through your two-year induction. You will continue to have a reduced timetable, in Year 2 a 10% remission and in Year 3, 5%. You will be supported by an Induction Mentor and Tutor who will guide you through the two-year Induction programme underpinned by the Early Career Framework. You must meet all the DfE Teaching Standards by the end of the process to pass induction which is overseen by the Independent Schools' Teacher Induction Panel (ISTip). At the end of Year 3 workforce planning should allow for a permanent role to be offered or support will be given to secure a role in another leading school.

To be eligible to join the Schools' Train to Teach programme you will need all the following:

- 1 A strong, UK undergraduate degree or recognised equivalent qualification at 2:1 or above.
- 2 A grade B in the GCSE examinations in English and Mathematics, or equivalent.
- 3 The right to work in the UK which will be valid for at least three years.

# Teacher training pathway at Habs

## Year 1



### Teacher Training Apprenticeship route to QTS

- Teacher Apprenticeship in association with e-Qualitas
- Optional PGCE with the University of Buckingham
- 20% 'off the job' training
- Weekly Subject Mentoring Sessions
- eQ training days
- Formal in-school training
- Learning tasks, reading and assignments
- 6-week placement in a maintained school
- Additional Professional Development through Twilights, Learning Lunches and Journal Clubs

## Year 2 to 3

### NQT Induction (IStip)

- 90% timetable in Year 2
- 95% timetable in Year 3
- Induction underpinned by the Early Career Framework
- Weekly subject Mentoring Sessions
- Termly Regional Training meetings
- NQTs will be known from September 2021 as Early Career Teachers (ECTs)
- Additional Professional Development





# Read some of our Testimonials



**Rebecca Lane**  
PGCE and NQT at  
Habs Girls

“ I completed the Assessment Only Route to QTS with Habs Girls in the Biology Department and I couldn't have been better supported! The commitment and forward planning of my School Mentor and my Head of Department was phenomenal. I felt really invigorated by the process and it gave renewed energy and purpose to my teaching. The INSET and Teaching and Learning sessions were incredibly helpful – within 24 hours I was applying pedagogy with measurable outcomes. I understood the theory much more quickly and implemented it in lessons which made me much more attuned to the needs of the students. I was pushed out of my comfort zone in terms of my approach and immediately had recognition of the

efforts that I had made. I worked with a wide range of staff who I still collaborate with today. I very quickly became a better teacher. I recommend Teacher Training at Habs to all.



**Rinesh Metha**  
Mathematics Teacher

“ The Teacher Training provided here is well organised, professional and personalised.

The program of sessions are engaging and offer a rich focus on different aspects of teaching: I think it's a great forum for everyone to share ideas and experiences, and I've walked away feeling motivated and empowered, and excited about putting things into practice.

Currently in my NQT year, the training has been tailored to my needs and in partnership with the Department I teach within – this makes specific help readily available and there is always more than one person to turn to for guidance and advice.

It can be overwhelming as a new joiner to a school, and training to become a better teacher is certainly intense, but the community here is astounding and I've found they will support and cheerlead you every step of the way.



## Read some more of our Testimonials



**Loren Hooker**  
New NQT at Habs Boys

“ After gaining QTS through the Schools Direct programme at a Comprehensive School, I completed my NQT year at Habs. I thoroughly enjoyed the process and found it intellectually stimulating, varied and insightful. I felt entirely supported through the process by my mentor who gave constructive actions after observations and recognised my progress. I was keen to observe at the Prep School and at the Girls' school which was encouraged and made my training experience richer as a result. My department were always helpful and generous with their time to ensure I was settled. I always knew I had a variety of people to ask for guidance, as well

as support from my fellow NQTs. The opportunities for professional development are endless, with CPD of all forms being actively encouraged. I also felt able to express my future ambitions and knew my mentor and the Director of Teaching and Learning would facilitate my training to achieve these. My NQT year was an enriching experience and I know the training and support has made me a more confident and creative teacher.

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**Giulia Brunetta**  
NQT Classics Teacher  
at Habs Girls

“ I joined Habs Girls in September 2016 as an NQT in the Classics Department. The NQT induction process was made very clear from start in terms of timings, evidence to collect, lesson observations, support available etc. My Subject Mentor was invaluable throughout the process - their wealth of experience and positive support throughout enabled me to evaluate my teaching and develop my skills during the year. The School Induction Tutor met with me regularly, giving

supportive feedback and positive insights into how to move forward. I had plenty of opportunities to observe other teachers across the school to gather the bigger picture and further share best practice. The NQT training sessions were very helpful. It was great to have space away from teaching and to share experiences with NQTs at other schools. I would recommend Teacher Training at Habs to all undergraduates, career changers and PGCE students.

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# Staff Benefits

Currently the School offers a wide range of benefits to teaching staff, including;



## A strong commitment to professional development

With a substantial budget for whole school training and individual courses. Support is given for sabbaticals, post-graduate degrees and other relevant qualifications.



**Starting salary  
£28,415**



**Membership of the Teachers' Pension Scheme (TPS)**



**Fee Remission** for each eligible child at the Boys' and Girls' Schools who is offered a place.



**Group Life Assurance**



**Free** use of the state-of-the-art Medburn Centre including fitness suite, swimming pool, climbing wall and squash courts.



**Free coach travel** on the service provided by the School (subject to availability).



**Subsidised accommodation/ Reimbursement of relocation expenses** (role dependent).



**Free lunches, other meals and refreshments.**



**Free onsite parking.**



# Staff Accommodation

We understand that as you embark on your new career you may have to consider a new location. At Habs, we want to support fully. As part of this support, we are able to offer successful candidates subsidised accommodation in a brand new flat with two bedrooms and two bathrooms. Sharing with a fellow colleague, the apartments have at least one spacious balcony or terrace, with private gardens and private off-road gated parking for residents. The accommodation is ideally situated for the easiest of commutes. Borehamwood offers a diverse mix of amenities, all wrapped up in the beautiful surroundings of the Hertfordshire countryside, just minutes from the town centre, with Elstree and Borehamwood train station just 100 metres away which offers direct links into London in just 18 minutes.



Images are indicative only.



# FAQS

## 1. Do I need to complete the skills tests in literacy and numeracy prior to applying?

No, the tests will be taken prior to starting Year 1.

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## 2. Do I need any school/educational experience prior to applying?

No, though you will be interested in developing a career that offers great benefits and opportunities for you to use a wide range of skills and inspire students in the subject you love. And, if you are considering changing your career, you will have many transferable skills beneficial to your role as a teacher.

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## 3. What in-school support/mentoring/coaching will there be?

You will be supported by a subject mentor and a school mentor, as well as having opportunities to collaborate with a range of colleagues both within your subject and across the school. Advice and support will be on hand from colleagues who are at different stages in their teaching careers. Your mentor will support you in every aspect of teaching: initially, you will shadow your mentor, and other colleagues, for a period of time to grow in confidence and begin to develop as a teacher. Regular mentoring sessions will give you a clear understanding of the academic and pastoral systems within the school.

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## 4. What internal training on teaching and learning theory will be provided?

You will be supported by our in-house 'New to Teaching' training and school Professional Development programmes, alongside the Apprenticeship eQ training. Specific training in lesson planning, assessment and differentiation will encourage you to teach to the strengths and needs of all your pupils.

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## 5. At the end of the three-year programme, is there a permanent job available?

We are very proud of the development opportunities we offer at Habs, both internally and externally. At the end of your three years we will work with you to secure a permanent role within one of the Schools. If a role is not available internally, we are confident that with the skills and qualifications you will have gained whilst with us, your opportunities will be broad.

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## 6. What is the salary on starting and what is my earning potential?

The starting salary on joining is £28,415 (as at September 2020), and upon joining you will have access to the Teachers' Pensions Scheme. We pride ourselves on rewarding our staff for the contributions they make to the School and offer our own attractive Teachers' pay scale well above the national scales. Progression through the scales is dependent on overall contribution and performance.





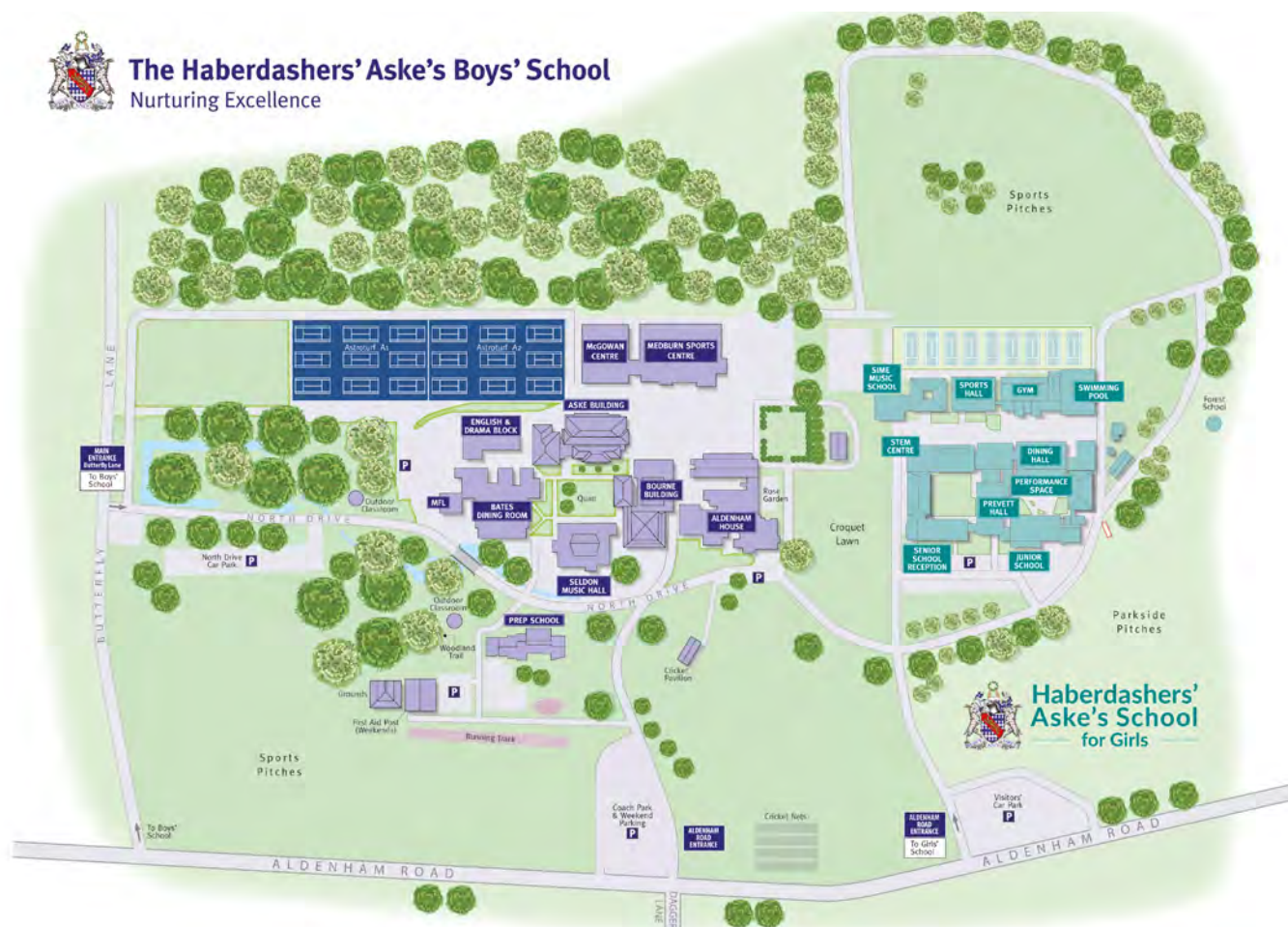
# Our Location

The Haberdashers' Aske's Boys' School and Haberdashers' Aske's School for Girls are based on a rural, 100-acre site in leafy Elstree, Hertfordshire, whilst being within easy reach of London and nearby to junctions on the M1 and M25, as well as the A1. The Schools share the largest coach network of any school in the UK, allowing pupils and staff from far and wide to access the campus easily.

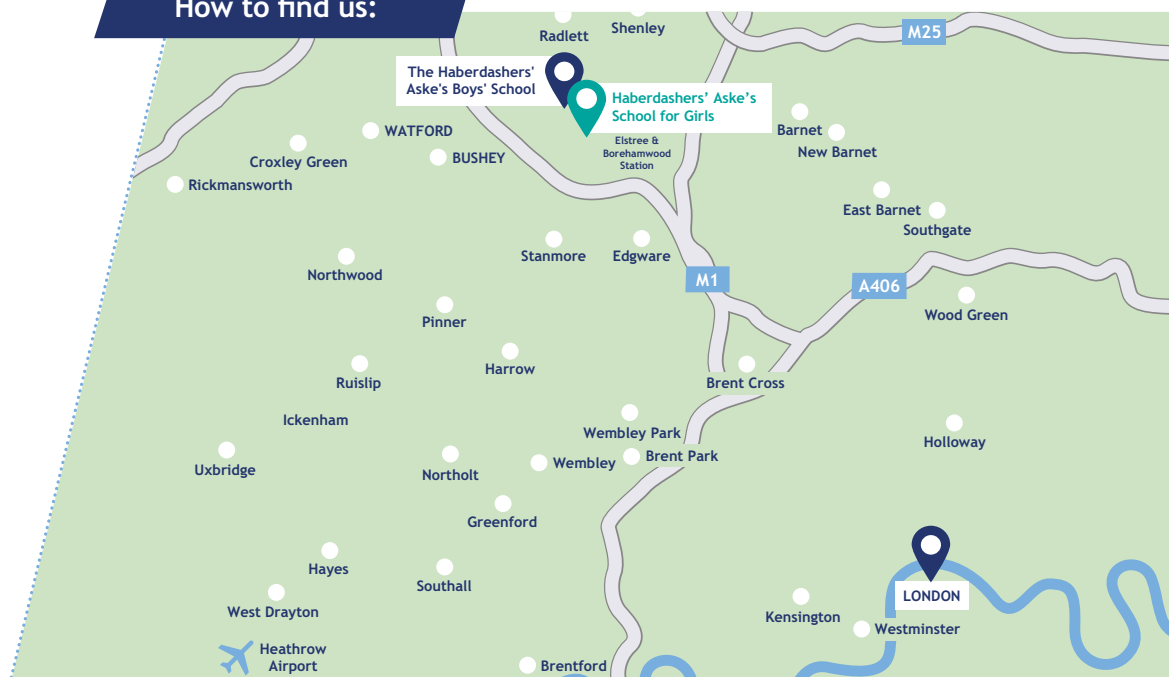


## The Haberdashers' Aske's Boys' School

Nurturing Excellence



### How to find us:





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

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

**e-Qualitas**  
Teaching Excellence

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