



**Haberdashers'**  
Academies Trust  
South

# Trust Advisor for English Recruitment Pack 2023

---



**Together, stronger**

# Contents

- Letter from CEO Page 3
- About our Trust Page 5
- Our Sponsors Page 7
- Role Description Page 8
- Person Specification Page 11
- Why Haberdashers? Page 12
- Recruitment process Page 14
- Contact details Page 15



Dear Candidate,

Thank you for your interest in working with the Haberdashers' Academies Trust. Currently we are recruiting for an excellent **Trust Advisor of English** with a passion for their subject. We are looking for excellent teachers, who are interested in contributing to the development of their subject across the group of schools. You will be predominantly based within one of our Trust schools, and will be released for up to 15 days an academic year to work on curriculum development and school to school support priorities.

This is a permanent role. Upon recruitment, colleagues will then be deployed to a secondary school within our Trust for the forthcoming academic year and could be redeployed to other schools in the Trust following that. There is an opportunity to indicate your preferred schools within the application form, and we are keen to hear from candidates open to working across our settings.

#### About Us:

Haberdashers' Academies Trust South is a Multi-Academy Trust of nine schools, (four secondary and five primary), supported by the Habs Institute, our professional learning arm. These are currently organised as four 'clusters with sites in Borough, New Cross, Grove Park and Crayford.

This role will be based at one of our Secondary Academies. You will find a little more information about each school within this recruitment pack.

We are a Trust with great potential and on a mission to make a tangible difference in the lives of the young people we serve. I am looking for people to join our organisation who can support our vision and ethos, but who can challenge us in our thinking. People are at the heart of what we do.

#### English within our Trust:

Conversations about curriculum across our Trust are frequent, highly informed and truly collaborative. The English curriculum in each of our schools is designed by school leaders but supported and informed by conversations from colleagues in other sites and our Senior Trust Leader for English.

For further information, do get in touch for a conversation with the Senior Trust Leader.

#### Why join us?

Haberdashers' Academies have their own distinct character – but are unified by a common aim of pursuing excellence. We believe that means delivering a high quality curriculum, securing excellent pedagogical practice and developing our young people's character alongside their scholarship. Our [School Improvement framework](#) gives an insight into our approach.

Haberdashers' Academies have an ethos that gives those who work in our schools the competitive edge. You will working closely with colleagues across our Trust, giving you access to first class professional development opportunities in your role. By working together, we are afforded a distinct advantage in what we are able to offer new staff to the Trust. The opportunity for you to advance your career here is first class.

I hope that this brief information, alongside the recruitment details, encourages you to decide to apply to join us in our exciting current phase of development. Should you have any queries or want to come and visit our school, please do not hesitate to contact us.

We look forward to meeting you,



**Jan Shadick**  
**Chief Executive Officer**  
Haberdashers' Academies Trust South



# 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 ethos of working together and our values of being ambitious, always growing and contributing to the world as global citizens.

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.habstrustsouth.org.uk](http://www.habstrustsouth.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 our website.

**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 our Trust and schools what they are 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 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)

## Our Schools

**Haberdashers' Hatcham Academy**  
Executive Principal: Ms. Katie Scott



At Haberdashers' Hatcham Academy, students experience an education steeped in tradition and innovation; one that creates opportunities that are unique and wide-ranging. Our curriculum, within and beyond the classroom, ensures all students develop personally, as well as academically. Developing 'currency' (qualifications), as well as character and confidence, prepares them for a life that is purposeful and fulfilling, whatever the individual ambitions and talents.

As a specialist music Academy, we are proud of all of our students as musicians and celebrate the unique opportunities that music gives as a creative art form within our school environment.

Website: [www.habshatcham.org.uk](http://www.habshatcham.org.uk)

**Haberdashers' Knights Academy**  
Executive Principal: Dr. Tesca Bennett



Knights Academy is a vibrant, diverse 11-18 school community with an ethos that lies in our values of high expectations, aspiration and ensuring that every child achieves their full potential. We provide a happy and nurturing environment so that our pupils mature into well-rounded, healthy young people, with a passion for learning.

At Haberdashers' Knights Academy, our pupils develop confidence, resilience and self-esteem through their involvement in our academic and extracurricular enrichment; adding value to their spiritual, moral, social and cultural development. We enable our pupils to achieve success by focusing on high-quality teaching, providing an engaging and stretching curriculum, and focusing on each child as an individual to draw out their strengths and talents.

We are a school that is built on an ethos of tradition and innovation, respect and responsibility, collaboration and inclusion. It is these moral values that we instil in our pupils which enable them to both contribute and gain from our school community and the communities in which they live. We value the important relationships, collaborations and partnership between staff, pupils and parents.

Website: [www.habsknights.org.uk](http://www.habsknights.org.uk)

## Our Schools

**Haberdashers' Crayford Academy**  
Executive Principal: Mr Steve Wheatley



**Haberdashers'**  
**Crayford Academy**

Our ethos is embedded in all aspects of a Crayford Academy education and expectations of our pupils are high from the start. We are a larger than average school that takes pride in getting to know pupils and parents, working in partnership to get the best possible academic results for children and providing an education for character that is synonymous with the Haberdashers' schools.

We are very proud of the environment in which we work and our pupils feel the same. Facilities for learning and recreation are first class, purpose built, safe and allow us to cater for a wide range of abilities. We have a thriving Sixth Form, and when you meet these students, you will notice that standards of behaviour and uniform, codes of conduct and good manners are consistent. Sixth Formers provide role models for younger children in the secondary phase of the school and are able to help staff protect our values and ethos.

Website: [www.habscrayford.org.uk](http://www.habscrayford.org.uk)

**Haberdashers' Borough Academy**  
Executive Principal: Mr. Declan Jones



**Haberdashers'**  
**Borough Academy**

Our school has been built on the old fire station site on Southwark Bridge Road, and we opened our doors in September 2019. We are proud to see our first 180 students now embarking on their GCSE journeys. Having been involved in the project from the start we know what a tremendous school this already is and the potential for what it will become over the forthcoming years. Merging old and new, we have state-of-the-art facilities in a beautiful traditional building, right in the heart of London.

Bringing a Haberdashers' education to Borough, we are honoured to blend our approach with the rich culture of our communities to create a unique school experience for our children. There are so many special things about this area, its history and its people. We know that they will all contribute to the life of the school and are already helping to make it a truly fantastic place that will serve local families and communities for years to come. "Whilst we expected Borough to be academically rigorous and were not disappointed in this regard, we were also pleasantly surprised by the creative curriculum. The school provides an opportunity to pursue a diverse range of interests, which build our child's confidence and will help him figure out where he wants to go in the future. We are all very excited to see what Year 9 will bring."

Website: [www.habsborough.org.uk](http://www.habsborough.org.uk)

# Role Description

|                         |  |
|-------------------------|--|
| <b>Job Title:</b>       | Trust Advisor for English (Secondary)  |
| <b>Contract type:</b>   | Permanent  |
| <b>Salary:</b>          | £34,565 to £53,538 (MPS/UPS)   |
| <b>School/ Service:</b> | Central Services / Deployed to a Host School   |
| <b>Location:</b>        | Haberdashers' Academies Trust Secondaries - Hatcham College; Crayford Academy, Knights Academy, Borough Academy. |
| <b>Hours per week:</b>  | Part-time or full-time hours considered  |
| <b>Accountable to:</b>  | <b>School Line Manager</b>   |

## Key accountabilities

### About the role

We are seeking to appoint a strong, well-qualified practitioner with a relevant degree and a teaching qualification, who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. The successful candidate will be a reflective practitioner, who consistently seeks to improve their professional performance. The candidate must also be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities. The post holder will bring real energy and dynamism to the classroom, alongside genuine enthusiasm and passion for English.

As a Trust advisor, you are likely to be an experienced leader who has a proven track record of success within your curriculum area.

The role will be to support other English practitioners and leaders in our other schools – working alongside them to offer advice and guidance on aspects of school improvement within their area of expertise – or to lead on specific projects to support the needs of the Trust.

As well as having a proven track record of impact, you will have strong interpersonal skills, being able to work effectively as a system leader, collaboratively and sensitively, recognising that every context is different. You must know what excellence looks like in the subject area and be able to help others to achieve it in their context.

Your role will be to develop other leaders so that they can lead effectively within their own context and so that improvements are sustainable. Activities undertaken in this role are various and might include: curriculum design and planning; 1:1 coaching or mentoring; facilitated group support; data analysis; joint action planning; joint lesson visits; joint work scrutiny; standardisation.

# Key qualities for the role

## Teaching Responsibilities

- Support the Head of Department in developing all aspects of the English curriculum
- Generate an enthusiasm around the subject that results in English developing a high profile within the school and in our enrichment programme
- To work within and contribute to established academy and department frameworks for English
- Lesson planning, delivery and evaluation
- Student behaviour and care
- Student assessment
- To consistently plan and deliver outstanding lessons, ensuring that a variety of teaching resources are utilised
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy
- To set and mark internal and external examinations and assessments as required
- To provide appropriate and effective intervention as required
- To actively contribute to the teaching of English across all age and ability ranges
- To remain informed of current developments in the subject area
- To participate in Professional Learning and to initiate change where appropriate.
- To contribute to development of innovative and challenging schemes of work
- Ensure assessment in English is consistent and accurate, enabling you to forecast pupil performance with precision
- Be determined in your approach to adding value and be able to demonstrate that children in our school perform better than if they went to other schools nationally through a positive contribution to the school's Progress 8 measure
- Support leaders within the Academy by adhering to the professional standards expected of a classroom teacher.

## Leadership Responsibilities

- Support leaders to implement evidence informed strategies to drive improvement.
- Demonstrate interpersonal skills which support leaders to drive sustainable change in their subject areas.
- Provide coaching and bespoke mentoring for leaders across our schools.
- Work alongside the Senior Trust Leader to develop curriculum and assessment materials for colleagues.
- Deliver training and support for colleagues.

## Other Responsibilities

- Keep up to date with developments in your subject area and in teaching practice and methodology.
- Take responsibility for your own professional development in discussion with your line manager.
- Maintain an organised and effective learning environment in the classroom and shared areas.
- Ensure the consistent implementation of school and Trust policies and procedures throughout the subject areas.

## General

- To work within the Academy framework with regard to Health and Safety
- To promote equal opportunities in the Academy
- To promote the ethos of the Trust / Academy
- To promote the school's commitment to the continued professional development of all staff.
- To work within the school's framework with regards to Health and Safety.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- To report any Safeguarding concerns in accordance with Trust's Safeguarding Policy
- To undertake any duties as may reasonably be required by the Executive Principal or Leadership Team

“I really enjoy being able to make an impact on the different aspects of school life. If you want to apply, then you should just give it a go. There is so much opportunity for growth here.

Secondary school support

“ I applied to Haberdashers because it’s always been one of those prestigious schools and I just wanted to be a part of the Trust.

There is always somebody here to support you, to push you, to drive you and we all share the same goal – to provide a good education for all the children that come to our schools.”

Primary Principal



## Why Haberdashers?

Joining Haberdashers' Academies Trust South at any point in your career will be a rewarding and fulfilling experience. As a Trust Leader you will be integral in our 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.habstrustsouth.org.uk/benefits](http://www.habstrustsouth.org.uk/benefits)



## Recruitment process and additional recruitment information

**Closing date:** Friday 12<sup>th</sup> May

**Interview dates:** w/c 15<sup>th</sup> May

*Candidates may be interviewed before the closing date so early applications are encouraged.*

**Start date:** September 2023

### 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:

- Panel interview on various topics
- Written task or activity
- Classroom visits
- Classroom observation

### Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [habstrustsouth@haaf.org.uk](mailto:habstrustsouth@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:** We will obtain references from your referees if you are successful at interview. 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' Academies Trust South

For a confidential discussion about this post  
or to arrange a visit to the Trust, please  
contact us on 020 7652 9516 or email  
[contact@habstrustsouth.org.uk](mailto:contact@habstrustsouth.org.uk)

---

Thank you for your interest in the  
Haberdashers' Academies Trust South.  
We look forward to receiving your  
application.

Haberdashers' Academies Trust South,  
Jerningham Road, London, SE14 5NY

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