Haberdashers' Academies Trust South

Educational Psychologist Recruitment Pack

May 2026



Together, stronger

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Letter from Jan Shadick, CEO

Dear Candidate,

Thank you for your interest in the post of Educational Psychologist.

We are a Trust of nine schools, all based in South East London. Whilst each of our schools maintains its individuality, we share a common mission: to ensure that every single child and young person in our care is successful at school so that they can flourish and be successful in their lives. We are committed to ensuring this success from 3 to Forever, under our mantra of 'once a Haberdasher, always a Haberdasher'.

Our People Strategy is key to our success and integral to this is our commitment to equity, equality, diversity, and inclusion . Bringing this to life is the responsibility of every member of staff. We take seriously any behaviour which undermines it. Anyone applying to work with us, should share this commitment.

Please take a look on our website for more information. We want the best people to join our Haberdashers' community and are committed to a diverse and inclusive student and staff body.

If you are passionate about making a difference and feel that you have the right experience and expertise, I encourage you to apply to join us on our journey.

For a confidential discussion regarding this post, please contact HR Advisor, Anita Ahanotu a.ahanotu@habstrustsouth.org.uk

I look forward to hearing from you.



Jan Shadick
Chief Executive Officer
Haberdashers' Academies Trust South

About Haberdashers' Academies Trust South



At Haberdashers' Academies Trust South, we transform lives through education, empowering children and young people across south-east London to dream big, grow with confidence, and create a brighter future. We build knowledge, confidence, and character in every learner, ensuring they thrive at school and beyond, no matter their background.

As part of the Haberdashers' family, our schools benefit from a unique blend of state and independent education, creating life-changing opportunities and experiences that inspire ambition and prepare learners for tomorrow's world.

We are proud to be a diverse and inclusive community, guided by our commitment to **Equity, Equality, Diversity, and Inclusion (EEDI):**

- **Equity:** Supporting individuals according to their needs.
- **Equality:** Valuing and treating everyone fairly.
- **Diversity:** Celebrating uniqueness and the strength it brings.
- **Inclusion:** Ensuring everyone feels they belong and can contribute.

All members of our community are expected to uphold this commitment, challenge discrimination, and help build a safe and welcoming environment.

Together, we live our values of **Dream, Grow, and Create**, shaping a community where potential is realised and futures are transformed.

To find out more about Haberdashers' Academies Trust South, please visit: 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.

About 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 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 hugely important to the Haberdashers' Company and today there are more than 12,000 children and young people in its family of 19 schools. The Haberdashers' network of maintained and independent schools stretch across the country, covering north London, Shropshire and Monmouth and our own Trust, in south London and Kent. We have regular opportunities to collaborate with the wider network of Haberdashers' schools on a number of initiatives and events.

The Haberdashers' Company supports our pupils in many ways. There are a number of educational and careers initiatives that are organised by the Company, such as the Livery Academy Awards, Monmouth - City of London Work Experience, Haberdashers' Musician of the Year, an annual Year 7 visit to the prestigious Haberdashers' Hall, cross school sporting competitions, mentoring, trips and much more. Each year, a number of Year 13 pupils receive scholarships that will support them financially through university and the Company fund a number of projects throughout the school year. The relationship with the Haberdashers Company is central to the success of the Haberdashers' Advantage enrichment programme, and pupils, parents and staff are proud of this relationship.

Being part of the Haberdashers' community is very important to us as a school. The Haberdashers' formally 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

Role Description

Job Title: Educational Psychologist
Contract Type: Permanent
Salary: £44,875 - £68,884 (Depending on experience)
School: Haberdashers' Academies Trust South Schools
Location: School based
Hours Per Week: Full time, flexible working considered
Accountable To: Director of Inclusion

About the role

We are seeking a compassionate, empathetic and child focused Educational Psychologist to play a key role in supporting children and young people across our Trust to achieve their full potential academically, socially, and emotionally.

The role will contribute to the Trust's commitment to Equity, Equality, Diversity and Inclusion (EEDI), ensuring that all pupils, particularly those with additional needs or vulnerabilities, are supported effectively to thrive within our schools. The role involves working collaboratively across all schools in the Haberdashers' Academies Trust South.

What you'll do:

- Work closely in partnership with school leaders, SENCOs, teachers, families, and external agencies
- Apply psychological theory, trauma- informed and evidence-based practice to promote inclusion, wellbeing, and positive outcomes for all learners.
- Work at individual, group, and systemic levels, providing consultation, assessment, intervention, and training, and helping to develop inclusive practices across the Trust.

What we're looking for:

- Doctorate or recognised postgraduate qualification in Educational Psychology.
- Experience working as an Educational Psychologist within a school setting.
- Strong knowledge of child development, trauma-informed approaches, learning, and psychological theory.
- Proven ability to apply psychology to support SEND, behaviour, and mental health needs.

Reporting

- This post will report to the Trust Director of Inclusion.

Staff Development

Our staff are important to us. We know that without great staff, our children will not be as successful. Therefore, Professional Learning is key to our success. As a new employee within the Trust, you will be supported by the Senior Directors of People and Professional Learning, alongside your line manager to reach your full potential.

We are proud to pay the London Living Wage.

Role Description

Key responsibilities

Psychological Assessment and Intervention
•Conduct psychological assessments of children and young people using a range of appropriate tools and approaches
•Provide clear, evidence-based reports with practical recommendations
•Support the development and implementation of effective intervention strategies
•Contribute to statutory processes, including Education, Health and Care Needs Assessments (EHCNAs)

Consultation and Advisory Work
•Provide consultation to school staff, parents/carers, and other professionals
•Support problem-solving approaches to address learning, behaviour, and emotional wellbeing needs
•Promote early intervention and preventative approaches
•Promote and strengthen meaningful participation of student voice

Systemic and Strategic Development
•Work with school leaders to develop inclusive policies and practices
•Contribute to whole-school approaches to wellbeing, behaviour, and SEND
•Support the development of graduated response frameworks within schools

Training and Capacity Building
•Design and deliver training for staff on areas such as:
- Child development
- Mental health and wellbeing
- Trauma- informed approaches
- Behaviour for learning
- SEND strategies

•Build staff confidence and capability in supporting diverse learners

Multi-Agency Working
•Work collaboratively with external agencies, including health and social care professionals
•Attend and contribute to multi-agency meetings as required
•Ensure a coordinated approach to support through a Team Around the child/Team Around the Family approach

Safeguarding and Wellbeing
•Uphold safeguarding responsibilities in line with Trust policies
•Promote the wellbeing and resilience of pupils and staff
•Contribute to a safe, inclusive, and supportive learning environment

Professional Practice
•Maintain high standards of professional practice in line with relevant professional guidelines (e.g. HCPC)
•Engage in continued professional development
•Contribute to service development and evaluation within the Trust

Person specification

	Essential Criteria	Desirable Criteria	Method of Assessment: Application (A) Interview (I) Assessment (AS) References (R)
Education & Qualifications	• Excellent written and verbal communication skills. • Doctorate or recognised postgraduate qualification in Educational Psychology. • Registration with the **Health and Care Professions Council (HCPC)** as a Practitioner Psychologist	• Understanding or experience of coaching approaches	A, I, AS A, I, AS
Knowledge & Experience	• Experience working as an Educational Psychologist. • Experience of working with children and young people in educational settings. • Experience of working within a trauma-informed approach. • Strong knowledge of child development, learning, and psychological theory. • Ability to apply psychology to support SEND, behaviour, and mental health needs. • Excellent assessment, analytical, and report-writing skills • Strong interpersonal and communication skills, with the ability to build relationships with a wide range of stakeholders • Ability to work at individual, group, and systemic levels • Commitment to evidence-based practice • Experience of consultation and multi-agency working. • Experience contributing to Education, Health and Care (EHC) needs assessments and writing psychological advice.	• Working across a partnership of schools or across schools within a Multi-Academy Trust setting	A, I, AS, R A, I, AS
Personal qualities	• Clear commitment and understanding of the Trust ethos, vision and values and an ability to uphold them • Belief in equality and opportunity for all, ensuring that all staff feel included and listened to • Proactive and positive approach to finding solutions. Resilient in face of challenges • Highly flexible and adaptable, willing to		A, I, AS, R A, I, AS, R A, I, AS, R A, I, AS, R

“High quality professional clerking is crucial to the effective functioning of the Trust. Trust and Local Boards should set demanding standards for the service they expect from their clerk and assure themselves that they are employing a clerk with the skills, training and knowledge required for their board.”

The DfE

“ 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

Staff Benefits

Why Haberdashers?

At Haberdashers' Academies Trust South, we believe that investing in our staff is crucial for our success. That's why we offer a range of benefits that cater to your professional growth, well-being, and financial security.

Here are some of the benefits you can expect when you join us:

Perkbox: Our cutting-edge reward and benefits platform empowers you to acknowledge your colleagues' accomplishments through its celebration tool. You can gain flexi and reward points, which can be redeemed at various high street and online retailers for treats and every day essentials. Additionally, you have the option to make charitable donations.

Pension Scheme: (eligible and enrolled participants): From 1 April 1 2024, for teachers, the Trust will contribute 28.68% to your pension fund. Support Staff will receive a 19.80% contribution to their pension pot from the same date.

Professional Learning: Our dedicated team at Habs Institute for Professional Learning is devoted to nurturing your professional growth. We offer excellent training opportunities for all staff throughout the year and provide partial funding for qualification pursuits.

Employee Assistance Program (EAP): Our EAP encompasses a 24-hour, free, and confidential counselling service. It includes access to online cognitive-behavioural therapy and management consultations to support Line Managers.

Well-being: Enjoy complimentary access to the award-winning Headspace app, along with free mindfulness courses to enhance your overall well-being.

Staff Development: Explore secondment opportunities within the Trust or external organisations, providing valuable experiences for your professional development.

Ride to Work and Cycle to Work Schemes: Take advantage of substantial discounts through tax allowances for either purchasing a bike or opting for bike hire, promoting a healthier and more sustainable commute.

Season Ticket Loans: Enjoy discounted annual travel fares through our salary-deductible Season Ticket Loan and save on your travel overall.

We are committed to helping you thrive in your career and personal life. Join our team and enjoy the benefits of working with a supportive and forward-thinking organisation.

Staff Incentives

We know that staff are our greatest asset in achieving our vision for every school to be an excellent school and for our children and young people to flourish and succeed.

To incentivise like-minded and talented people who care about the work we do at the Trust, to join us and stay with us, we have recently introduced :

Talent Connect Bonus

Refer a friend or connection to apply for a role at the Trust and receive a £300* bonus when they successfully complete their probation period.

Welcome Reward

Those employed in 'hard to fill' roles to receive a Welcome Reward of £500* after successfully completing their probation period.

Milestone Appreciation Award

Long-serving members of staff to receive a £500*** reward and congratulatory letter from the CEO for reaching 5, 10, 15, 20 and 25-year anniversaries with the Trust.

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* subject to tax and National Insurance contributions, and other terms and conditions. Some senior leaders will be exempt from receiving the Talent Connect Bonus.

Why Haberdashers?

“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

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

- Secondary school support

14 May



Recruitment process and additional recruitment information

Closing date: Wednesday 10th June 2026 @ 9:00am

We reserve the right to close this job advert early if we receive sufficient applications. It is advised that you submit your application as soon as possible to avoid disappointment.

Shortlisting: Wednesday 11th June 2026
Interview date: Wednesday 17th June 2026

Recruitment Process:
Once you have submitted your application, it will be reviewed against the criteria in the person specification. On the basis of this review, you may then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- A written task, presentation
- Panel Interview

Special Requirements:
If you require reasonable adjustments prior to your interview, these can be arranged by emailing centralhr@habstrustsouth.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 please contact HR Advisor , Anita Ahanotu on a.ahanotu@habstrustsouth.org.uk

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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