



HABERDASHERS' ASKE'S FEDERATION



Haberdashers' Aske's Hatcham College Teacher of Business and Economics RECRUITMENT PACK

A MULTI-ACADEMY
TRUST

www.habsfed.org.uk



About us

A Message from the Principal

Dear candidate,

It gives me great pleasure to write to you as the Principal of Hatcham College, part of the Haberdashers' Aske's Federation. Whilst the educational landscape and the way schools are organised and led are constantly changing, the foundations of Hatcham College and its long-standing traditions have not. Hatcham College is an 11-18 secondary academy within the Federation of eight other schools. Hatcham College has a long history dating back to the original founder, Robert Aske, who established the original Haberdashers' Aske's Boys school in Hoxton in 1692. This school moved to its current two sites in Jerningham Road and Pepys Road in New Cross in 1875. This history is very important to the Aske's Federation, as it means that we have been in the business of educating young people in London for over three hundred years.

This role of Teacher of Business and Economics comes at an exciting time, and we are filled with great optimism, and working in partnership with the Federation and Local Governing Body together with Hatcham Leadership Team (HLT), teachers, support staff, parents and pupils, our three key priorities are to ensure excellent Quality First Teaching, Behaviour for Learning and Achievement & Outcomes.

This summer's A Level results have been strong once again for the most able with three students gaining places at University of Cambridge and four students starting courses in medicine. We celebrated 16% of students achieving Grades AAB in at least two facilitating subjects and almost 50% of students achieving Grade A*-B in at least one of their A Level choices. 82% of our students gained Grade 4-9 in GCSE English with just under 27% of our students gaining Grades 7-9 in GCSE Mathematics. Successes in GCSE subjects such as Triple Science, Art, Music and BTEC Sport have given students much to be proud about. Another wonderful highlight of this summer is that two of our Year 11 pupils achieved nine Grade 9s and one Grade 8 each.

This position involves being responsible for ensuring that pupils achieve their maximum potential by supporting the provision of learning and teaching, whilst incorporating the well-being and discipline of our students. The key focus for HLT in the coming weeks and months will be to raise academic progress and achievement across all subjects. We wish for all of our students to be well-qualified and equipped to face an increasingly competitive world, where background or starting points are no barrier to progress and success.


I recognise and value the contributions of staff at Hatcham College. All pupils deserve a great school on their doorstep where low level disruption is not tolerated. Pupils should be able to learn in a calm and orderly fashion where there is room for creativity and innovation. I wish for students to develop intellectual curiosity, perseverance and resilience. As a member of HLT, we are seeking a colleague who is able to model appropriate behaviours and share in the setting of high expectations in all areas of the College.

We firmly believe that the distinct Haberdashers' Federation ethos gives those who work in our schools the competitive edge. Working closely with colleagues across our Federation will give you access to first class professional development opportunities in your role. Ours is a culture of high performance plus continuous improvement; and one of teamwork and open communication. By working together, we are afforded a distinct advantage in what we are able to offer new staff to the Federation. The opportunity for you to advance your career with us is first class.

In turn, we can promise an investment in you and your future, providing first class professional development and career opportunities. In our Federation, explicit opportunities are created to support leaders in their development to support high performance within our teams and chains of accountability. You will work alongside peers from the very highest calibre from across the Federation. The job offers you an opportunity to showcase your talent and demonstrate your capacity to make a real impact in education.

As I draw this message to a close, I would like to take this opportunity to thank you for considering this significant role and we look forward to building capacity within the school as well developing further excellent teaching and leadership. I look forward to working with you as Hatcham College continues to be a school of first choice aligning academic excellence, cultural capital, self-discipline, professional pride and service to others.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'S. SOLANI', with a stylized initial 'S'.

Ms S. Solani



A Message from the Chief Executive

Dear candidate,

Thank you so much for your interest in the post of Teacher of Business and Economics and you may wonder what it is like to work as part of the Haberdashers' Aske's Federation. The Federation currently comprises a new school in Southwark and three all-through clusters each serving a different community in south-east London but all sharing an overall vision and ethos. This vision and ethos encompasses the views of all staff and governors within the Federation and is the compass for the Federation Executive team. This Team is chaired by me and is made up of the Deputy CEO who is also Principal of Borough Academy, the Executive Principals of the all through clusters, the Director of Atlas, two of our Primary Heads, the Federation Finance Director, and the Federation Director of Operations. Alongside the Federation Executive team each school has its own leadership team, leading to a total of around 50 senior leaders across the Federation. The scale of our leadership teams overall gives the Federation enormous capacity. It is this capacity that has resulted in the success of the Federation, and it is this capacity that allows us to mount new ventures such as Borough Academy in Southwark, and it is this capacity to embark upon new challenges that makes the Federation a uniquely exciting place to be.

Hatcham College has a long standing reputation in the community. You will undoubtedly take a moment to read the most recent Ofsted inspection report on Hatcham College from 2019. Whilst the school is now judged as Good, there are still aspects of excellence that permeate across and within the school. I would urge you to read the report and consider the school's strengths and areas for development. The main improvement priority is to improve attainment and progress through a relentless focus on the quality of teaching and this is the task for the Principal and the Hatcham Leadership Team, within the context of our overall Federation Strategy, to ensure that all children make excellent progress towards their GCSE and A level qualifications.

We expect this person to have the combination of skills and the ambition to ensure that Hatcham College continues to achieve even greater things for its children and young people and for the wider community that it serves. If you are motivated by working in a challenging and supportive environment where the key outcome is our shared desire to achieve the very best for our children and young people to secure life chances from which they may not otherwise benefit, if you have the talent, tenacity and passion then I hope you will consider applying for this role.

Yours sincerely

Adrian Percival CEO of the Haberdashers' Aske's Federation Trust



Being Part of a Multi Academy Trust

Our Federation brings together primary and secondary schools in an innovative and ambitious way. United by a single Trust Board, Chief Executive, Finance Director and Director of Performance. Our schools are autonomous with their own Principals, Head Teachers and senior leadership teams.

At the same time, links develop at every level and in every area of school life. There are excellent opportunities for sharing resources, learning from each other and student and teacher exchange. To work effectively as a group at this scale, we depend upon effective communication within and between our schools and externally. Improving the effectiveness of our internal and external communications is a key priority of our five-year strategy. The focus of our strategy is on using communication as a means to delivering our overall aims, which are set out below.

Statement of values, aims and ethos

The Haberdashers' Aske's Federation is a Federation of five primary and four secondary schools each at the heart of their community. They share a vision for the education of children and young people built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward looking and value innovation within the context of our long tradition of providing excellent education. Based upon these values we aim to ensure all the children and young people who come to our schools

- Are happy and safe at school and are able to learn successfully within a supportive environment
- Are able to achieve their full potential personally, academically and socially
- Develop and grow as independent, resourceful and resilient individuals
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel
- High expectations of every member of our community
- Excellent teaching, leading to the highest standards of academic excellence
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence
- A respect for tradition that embraces innovation and challenge

Our Five-Year Strategy

Our current five year strategy is summarised on the following page.

The first strand of the strategy is the alignment of our curriculum and its assessment. We have made good progress on this work with the core subjects and plan to move into other subjects and our primary curriculum later. We believe this is essential to ensure our students benefit from the capacity we have as a Federation to develop our curriculum and also to provide more robust and reliable assessment than they would otherwise experience.

Our curriculum principles underpin this work. These emphasise the central role of the core subjects and a knowledge led curriculum. The pedagogy we choose to support this is Direct Instruction, and that is included in the second strand of our strategy. We have spent the last several years moving towards this position and as a result of our experience and the research evidence behind both of these strands we are quite convinced this is the right direction in order for us to meet the very ambitious targets we have for pupil progress in the next five years.

THE HABERDASHERS' ASKE'S FEDERATION TRUST FIVE-YEAR STRATEGY 2018 – 2023



HABERDASHERS'
ASKE'S FEDERATION

OUR GOAL IS TO BE IN THE BEST TENTH OF MATS FOR PROGRESS*

KEY STAGE 2



Progress +2.5

Progress at key stage 2 of +2.5 in each subject, putting our MAT in the top 20 out of 150 primary MATs.

KEY STAGE 4



Progress 8 +0.5

Progress 8 at key stage 4 of +0.5, putting our MAT in the top five out of 50 secondary MATs.

A LEVEL



Value Added +0.2

Value added at A level of +0.2 putting our MAT in the top 5 out of 50 secondary MATs.



CURRICULUM



ATLAS



ANALYSIS



SIXTH FORM



COMMUNICATION



STRUCTURE



To implement our curriculum principles through fully aligned curriculum and assessment across our Federation from Year 1 to Year 11 and ensure it is fully communicated to all stakeholders

- Drive improvement in the secondary core subjects through new Core Curriculum Boards
- Align the primary curriculum and assessment by 2020
- Align history, geography, Spanish and French in the secondary phase by 2020



To establish our Atlas Teaching School as the provider of school improvement services within the Federation

- Ensure Direct Instruction is the principal pedagogy of the Federation
- Provide expert support and guidance as members of the core curriculum boards
- Provide subject level consultancy across the Federation



To ensure the Federation Analysis and Insight service leads the sector

- Ensure our data rich Federation is able to gain maximum benefit from this data
- Integrate data sources to provide insight that we would otherwise not have



To ensure our sixth forms are highly effective and the preferred provider within their communities securing their financial viability

- Ensure the quality of teaching and learning enables pupils to make excellent progress
- Maximise the "Haberdashers Advantage" by developing existing networks and creating new ones
- Develop a whole federation sixth form marketing strategy



To ensure our communication systems are efficient, reliable and effective

- High quality website and develop a social media presence
- Internal communications that ensure we are a highly effective organisation
- Ensure communications with external stakeholders are of the highest quality



Structure our multi-academy trust so high standards are sustainably delivered

- Ensure that our leadership structures result in excellence across our disaggregated Federation
- Establish Borough Academy as an excellent provider in the London Borough of Southwark
- Seek new opportunities for growth to our desired size of five or six all through clusters

* Year-on-year targets are presented in the Federation KPIs.

Haberdashers' Aske's Federation

The Quality Standards





Role Description

Teacher of Business and Economics

Start date:	January 2020
Salary:	UPS/MPS + ILW
Length of post:	Permanent
Location:	South London
Accountable to:	Curriculum Director

Summary of the overall purpose of the job

The core purpose of this post is to contribute to the continuing development of the Business and Economics curriculum and to the overall development of the department. It is expected that the successful candidate will consistently plan and deliver outstanding lessons within the department.

We are seeking to appoint someone who:

- has highly effective teaching skills
- has the ability to work as a part of a team and contribute to the department's development
- strives for excellence in all aspects of work
- is highly skilled in business and economics and to be able to use these skills appropriately as a tool in the teaching of Business and Economics
- sets high standards and expectations of colleagues and students
- is passionate, energetic, versatile and creative about their subject and teaching in general
- is fully committed to teaching in an College set within a hard federation context
- has experience of teaching Business and Economics at KS3 to KS5
- is committed to students continuing to study Business and Economics beyond Key Stage 4 and 5
- has ideas for motivating interest and enhancing provision for students at all levels of ability
- will play a full and active role in the development of the new College
- is committed to individual learning pathways and assessment for learning
- has a commitment to developing lunchtime and after school activities
- is an innovator – excited by change, able to turn innovative thinking into practical and successful classroom outcomes
- is committed to cross curricular collaboration across the College where appropriate



Detailed Responsibilities

Key responsibilities and objectives of the job

- To support the School's aims and maximise the progress of all students in Business and Economics.
- Accountable for Curriculum delivery, progress and achievement in Business and Economics in Key Stage 3 to 5.
- To work within and contribute to established College and department frameworks for
 - lesson planning, delivery and evaluation
 - student behaviour and care
 - student assessment
- To actively contribute to the teaching of Business and Economics across all age and ability ranges
- To consistently plan and deliver good and outstanding lessons, ensuring that a variety of teaching resources are utilised
- To contribute to the development of innovative, challenging schemes of work
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy
- To set and mark internal examinations and tests as required
- To demonstrate good knowledge of a wide range of teaching methods and to implement these in the classroom
- To be fully committed to and actively contribute to the department enrichment activities programme
- To provide accurate information for parents as directed by the College and to attend parents' evenings and other presentation meetings as directed
- To carry out the roles and responsibility of a tutor as directed by the pastoral team

General responsibilities and objectives

- To work within the academy framework with regard to Health and Safety
 - To promote equal opportunities in the College
 - To actively promote the aims and ethos of the Federation / College
 - To support the College's commitment to the continued professional learning of all staff
 - To undertake any additional duties as may reasonably required by the CEO or Principal
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Academy's safeguarding policies.

This job description reflects the core activities of the role and as the Federation and the post-holder develop there will inevitably be changes in the emphasis of duties. It is expected that the post-holder recognise this and adopt a flexible approach to work and be willing to participate in training.

If changes to the job become significant, the job description should be reviewed formally by the post-holder and line manager.

Date JD was agreed:

October 2019

Person Specification

Criteria	Essential	Desirable	HOW IDENTIFIED AND ASSESSED AP Application AS Assessment I Interview P Presentation R References
Education/qualification and training			
Is a well-qualified graduate	•		AP,I, R
Can teach Business and Economics at KS3 and KS4	•		AP,I, R
Knowledge/skills			
The ability to teach some ICT.		•	AP,I, R
Knowledge of how current trends can be analysed by the A level syllabus.		•	AP,I, R
Experience			
Experience of the UCAS application process and an understanding of academic requirements for Business and Economics related courses at university.		•	AP,I, R
Experience of teaching Business and Economics A Level at KS5	•		AP,I, R
Can motivate students at all levels of ability, thus ensuring that all students fully access the Business and Economics curriculum	•		AP,I, R
Personal characteristics/other requirements			
Will play a full and active role in the wider development of the Academy		•	AP,I, R
Is committed to individual learning pathways and assessment for learning		•	AP,I, R
Has a commitment to developing lunchtime and after school activities		•	AP,I, R
Is an innovator – excited by change, able to turn innovative thinking into practical and successful classroom outcomes		•	AP,I, R
Is committed to cross curricular collaboration across the Academy		•	AP,I, R
Is a strong team player		•	AP,I, R
Is a 'can do' person who works positively and collaboratively	•		AP,I, R
Strives for excellence in all aspects of work	•		AP,I, R
Sets high standards and expectations of colleagues and students	•		AP,I, R
Is passionate, energetic, versatile and creative about their subject and teaching in general	•		AP,I, R
Is fully committed to teaching in an academy set within a federation context	•		AP,I, R



Recruitment Process

Key dates

The selection process will take place according to the timetable below.

Role Advertised: Friday 11th October 2019

Application closing date: Wednesday 16th October 2019

Interview & Assessments: Friday 18th October 2019

Format of Applications

Applications must be made via TEs jobs online form or by using the application form which can be downloaded from the vacancies page of our web site <https://www.habsfed.org.uk/Staff-Vacancies/Hatcham-College/>

Further information

If you would like more information about the post or our organisation, please contact hatchamhr@haaf.org.uk for a confidential conversation.



Other Recruitment Information

References

The Federation will obtain references from your referees. In order to prevent a delay 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 exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and un-spent 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 Academy before employment can commence.

Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

Special Requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing hatchahr@haaf.org.uk and where practical we will support your request.



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