

# Habs

HABERDASHERS'  
BOYS' SCHOOL



CANDIDATE PACK:

## SUPPORT STAFF

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

# 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.

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

We have a strong commitment to providing high quality training and development for all staff, and staff are encouraged to undertake training to support them in their roles. We are immensely proud of our apprentice training delivery which has seen many staff achieve qualifications.

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



A handwritten signature in white ink, appearing to read 'Gus Lock', positioned to the right of the portrait.

**Gus Lock MA (Oxon)**  
Headmaster





## 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. 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 Girls and Boys 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 school days are over.

“ I feel incredibly lucky and privileged to have been able to explore all the amazing opportunities that Habs Boys offered me. Being a Habs pupil is special in itself. ”

Year 12 Pupil



## WHY HABERDASHERS?

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We fully recognise and value the huge part that all of our staff play in inspiring our pupils to become confident, self-motivated young adults, who are fully prepared for the challenges of the future.

Not only do we fully support our pupils to become the best they can be, but we extend this to all staff, too'

Whichever position you're applying for we will provide you with everything you need to enjoy your time at Habs to the full; whether that's improving your wellbeing by using our state-of-the-art sports centre, meeting new people via staff socials, joining Habs staff sports teams or simply enjoying a delicious free lunch each day, there's something for everyone.

We are also passionate about the benefits of sustained training and development for all, so you will have opportunities to learn new things and really grow in your role.

We encourage innovation and all staff are encouraged to share ideas.

If you join our professional support staff, depending on your role, you may have the opportunity to meet with school leaders, shape the organisation, work towards the schools' strategic vision.



## ENCOURAGING FRESH PERSPECTIVES: A COMMITMENT TO DIVERSITY AND INCLUSION

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We are incredibly proud of the diversity of our pupils' and want to ensure that our workforce is similarly representative, so that our pupils can be inspired by a full variety of voices and perspectives.

We strive to be a diverse and inclusive workplace, which brings and promotes an inclusive culture. We strongly encourage applications from under-represented groups, and, role dependent, offer family friendly and flexible working arrangements.





View of Academic Hub from the Quad



Breakout Space



Corridor



Drama Studio



Rain Garden

**“ We provide the best so that our pupils and staff are inspired to be the best. State-of-the-art surroundings nurture their interests and excite new ones, continuing and creating afresh the Habs traditions of achievement and innovation. ”**

**Gus Lock, Headmaster**

## OUR FUTURE

At Habs, we are constantly looking for opportunities to reach new heights in providing for our pupils' changing needs. The school is committed to providing an outstanding education.

We also launched an exciting 10-year strategy together with Habs Girls, our sibling school. This is available to read here: [Who We Are and What We Stand For](#)

We are currently constructing a state-of-the-art academic hub in the Senior School. It will offer innovative accommodation for English, Maths, Modern Languages, Economics and Theology and Philosophy, as well as a sensational new Drama Studio.

The next exciting phase of development on campus will be bringing our Pre-Prep School, which is currently based in St Albans, to the Elstree site, whilst maintaining its separate private space. Planning permission has been approved to construct a bespoke, state-of-the-art, eco-friendly Pre-Prep building. The plans seek to respect and respond to the environment and have been developed from the concept of 'learn, nurture, grow'.

Our plans do not stop here. The evolution of Habs is a continuing journey to excellence.

## HEAR FROM OUR STAFF AND ALUMNI

“It is a school with a fluid curriculum that facilitates audacious learning. We are an incredibly well-resourced department. Ultimately the best part about working at Habs are the pupils who enable us to teach to the highest levels. They are grateful for exciting lessons and the backdrop of North West London offers a richly diverse backdrop.”

**Mrs Debbie Bardou**  
Teacher of History

“I had the best education and I am so fortunate to have been at Habs. The teachers were fantastic.”

**AR OH**  
2020

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**Tim Lunn**  
Teacher of English

“The boys are enthusiastic and confident. Your subject knowledge is constantly being pushed and developed.”

“Few weeks go by when I don't reflect with gratitude on the excellence of Habs teaching.”

**LI OH**  
2011

“I am already missing my time there; I will always treasure my time at Habs, the staff I was able to get to know, and the friendships I made along the way.”

**GM OH**  
2021

“When I first joined I was blown away with how friendly and kind both the staff and students are here at Habs. The students work exceptionally hard, and thoroughly enjoy the learning process. It was a breath of fresh air to really be able to teach and not be continually diverted with the need for behaviour management in the classroom. As a teacher I have also been supported in my own professional development and encouraged to think big. It's a joy to work here.”

**Katie Barron**  
Teacher of Art & Design

# STAFF BENEFITS



## A strong commitment to professional development

A substantial whole school budget for training and individual courses. Support is given for apprenticeships, post-graduate courses and other relevant qualifications.



## Pension

Membership of the School pension scheme which offers a 12 % contribution.



## Fee Remission

for each eligible child at the Boys' and Girls' Schools who is offered a place (role dependant).



## Free coach travel

on the service provided by the school (subject to availability).



## Free

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



## Annual leave

We offer an attractive annual leave allowance of 40 days per year, inclusive of bank holidays.



Free cooked lunches, other meals, refreshments and hot drinks from our in-campus cafe



Eye Care Scheme discount and access to Employee Assistance Scheme, including counselling support and legal, financial and medical information in addition to a generous sick pay allowance.



## Group Life Assurance

4 x annual salary.

# APPLICATION PROCESS

Applications should be submitted using the schools' application form, detailing how you meet the requirements of the role and person specification, or by CV with an accompanying letter detailing current salary and reasons for application – all shortlisted applicants will be required to complete a school application form prior to interview.

1

We aim to respond to all applications within 48 hours of the closing date.

2

In line with our commitment to diversity and inclusion, all applications are 'blind' reviewed by a longlisting panel, with personal information removed.

3

Those selected for the next stage will be invited to attend for an in-person interview. When choosing your next role it is important for the process to be two-way. In order to provide you with a feel for the school, we aim to provide you with a tour, an opportunity to meet your potential colleagues. The interview day will also provide you an opportunity to ask us questions and to get to know us more.

Complete applications should be uploaded via:

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

**CLOSING DATE: PLEASE REFER TO ROLE SPECIFIC ADVERT**

4

Following your interview, we aim to provide feedback as quickly as possible, usually within 24 hours; the feedback will be provided by a Senior Member of the interview panel.

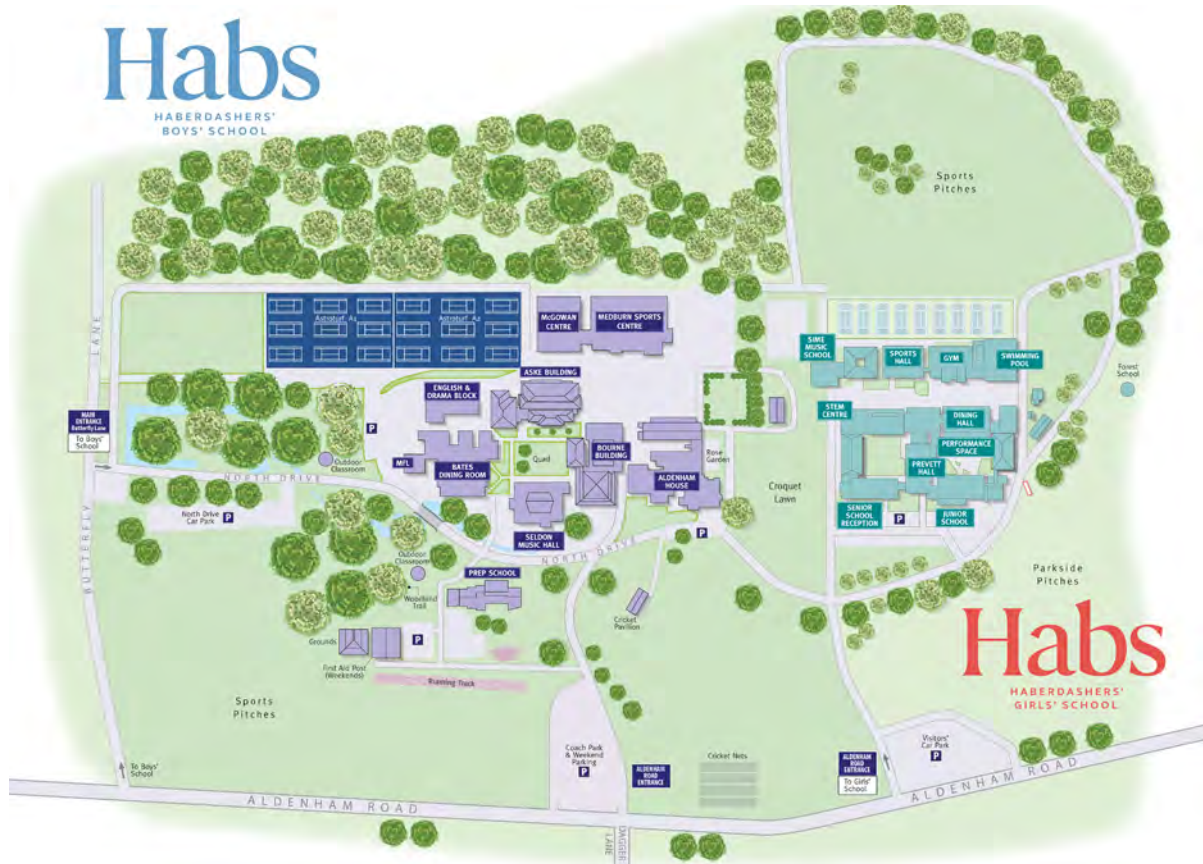
*Haberdashers'Boys' School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to a Disclosure and Barring Service enhanced check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.*



# OUR LOCATION

Haberdashers' Boys' School is based on a rural, 100-acre site in leafy Elstree, Hertfordshire, whilst being within easy reach of London and near junctions on the M1 and M25, as well as the A1. We believe we have the largest coach network of any school in the UK, allowing pupils and staff from far and wide to access the campus easily.

We share our campus with our sibling school, Habs Girls. This allows us to offer the best of a single-sex education in a co-educational environment.



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