

# Habs

HABERDASHERS'  
BOYS' SCHOOL



APPOINTMENT OF:

## TEACHER OF ENGLISH

[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.

Teachers at Habs have a shared passion for educating the brightest minds both inside and beyond the classroom.

**Robert Sykes**  
Headmaster

We offer a plethora of character-building co-curricular options and staff are encouraged to be involved in the many wonderful trips, expeditions, fixtures, concerts and plays.

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

We have a strong commitment to providing high quality training and development for all staff, and we are exceptionally proud of welcoming new entrants to the profession, supported by a highly regarded Newly Qualified Teacher Programme, which includes regular seminars and a dedicated mentor.

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





## 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.

Plus, if you're a teacher, you'll also be given that all-important freedom to innovate within your subject area and enjoy opportunities to teach in other schools.

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.

So, we're taking steps to further improve our commitment to diversity and inclusion by:

- Prefacing formal in-person interviews for online interviewing at the initial stages of selection, so that we can widen our pool of applicants and see more candidates than ever before.
- Investing in a leading teacher training programme to enable us to nurture talent more effectively.

But this is just the start of the journey and we are continually looking at how we work to improve the process.





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 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 pleasure to work with such good humoured and scholarly colleagues and the boys ensure you have fascinating conversations in every lesson. ”

**Emma Nairne**  
Teacher of English

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

**Tim Lunn**  
Teacher of English

# Habs

HABERDASHERS'  
BOYS' SCHOOL

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

**LI OH**  
2011

“ What I enjoy most about working in the English Department is the knowledge that colleagues teach literature, language and creative writing to the boys with the belief that it will enhance their lives every bit as much as it does ours. ”

**John Dunne**  
Acting Head of English

# SUCCESS AT HABERDASHERS

## Headline results FOR 2023 EXAM RESULTS

At A Level:	At GCSE:
95.3% A*/A	62.2% 9
	90.8% 8/9

## University places information:

85%

Of students achieved their FIRM choice university place

3

Students are taking up places at prestigious US universities: 1x Berkeley, 2x Stanford

15

Oxbridge places accepted

110

Students on bursaries

£2  
MILLION

Given in bursaries in 2021-22

9.6%

Of all Senior School students receive some kind of bursary

51

Students on free places including tuition, meals and coach travel.



# THE ENGLISH DEPARTMENT

The English department is large, and a friendly place to work. We have approximately 320 boys currently studying GCSE across Year 10 and 11, with class sizes around the 15 or 16 mark. In the Sixth Form, we teach both English Language and English Literature as separate subjects. The department comprises 14 teachers, many of whom also teach Drama across the age range and some of whom are part-time.

## Departmental accommodation and facilities

The English Department has 8 spacious classrooms housed within the Taylor Building, newly built and opened in 2022. Each classroom has numerous whiteboards and a large interactive screen. We also have access to two smaller teaching spaces for sixth form classes and two drama studios. The department has a large office and a photocopier for staff use. All teaching resources are shared, and the department has a vast range of other digital resources to support high quality teaching such as access to Massolit lectures and a premium subscription to Drama Online.

## Departmental staff

The English department is a friendly and collaborative working environment with a real focus on sharing ideas and promoting best practice. All members of the department contribute to co-curricular life in this busy school and take responsibility for different curriculum-related competitions, such as Shakespeare by Heart. The department is always open to discussion of new ideas and innovations and how these might be implemented to improve practice for the benefit of the boys.

## The English Curriculum

In Years 7 to 9 the boys follow a varied and contemporary curriculum exploring a range of literary texts in a variety of genres, where they can explore and think critically about a range of issues. There is scope for English teachers to pursue a range of individual interests and teach a range of classical and contemporary texts. Creative writing is encouraged throughout all key stages, and we have a dedicated and successful group attending additional creative writing clubs. At GCSE the AQA specifications are followed for both Language and Literature and at A level the Edexcel specification is used for English Literature and AQA for English Language.

In addition, timetabled Enhancement classes are taught in Year 12 and 13 once a week to support Sixth Form students with a particular interest in English or linguistics and to support university applications.

## Recent Academic Results - 2023

A level Literature: 70% A\*, 100% A\*-B

GCSE Language: 59% 8-9, 82% 7-9

GCSE Literature: 65% 8-9, 88% 7-9



# TEACHER JOB DESCRIPTION

- Plan for and keep records of the teaching of all classes, as allocated by the Head of Department, considering;
  - o The ambition we have for our pupils and their own aspirations.
  - o The promotion of intellectual curiosity and courage as our pupils learn.
  - o Ambitious and stimulating application of schemes of work and relevant syllabuses.
  - o The inclusion of all pupils, regardless of age, ability, or individual needs.
  - o The range of cultural representation within teaching sets and the wider community.
  - o Any health and safety considerations relevant to the teaching environment.
  - o Policies of the department or departments.
- Set and mark challenging and ambitious work, as appropriate for the pupils and subjects taught, in line with the School and Department assessment policies.
- Monitor and assess the progress of pupils, recording marks and writing reports as required.
- Work collaboratively as part of the Department team, including:
  - o keeping up to date with syllabus requirements.
  - o keeping abreast of new developments in education.
  - o monitoring progress through schemes of work.
  - o updating schemes of work as appropriate.
  - o share in the assessment of pupils' progress.



- Take active part in professional development and complete appropriate training courses as required, maintaining professional curiosity and ambition.
- Keep abreast of all safeguarding responsibilities and actively protect the welfare of pupils.
- Share in pastoral responsibility for all pupils in the school, supporting the whole community in being the best possible version of itself.



- Take particular pastoral responsibility for those pupils in tutor or teaching groups.
- Liaise with pastoral staff as necessary.
- Maintain high levels of discipline with tutor and teaching groups, and support the upkeep of whole-school standards of behaviour.
- Carry out supervisory duties as required, upholding standards of conduct and appearance at all times.
- Play an active part in the wider aspects of school life, including meaningful co-curricular activities.
- Remain always vigilant with regard to health and safety matters in order to protect all members of the community.
- Attend staff and department meetings and participate in working groups as required.
- Attend assemblies and, as reasonably required, other School functions.
- Report fully on the progress of pupils when required, including at parents' evenings.
- Take active part in the Performance Management process.
- Maintain a full understanding of all relevant policies.

In addition to the above, the postholder will carry out any other professional duties as reasonably required by the Headmaster.

# TEACHER PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> <li>• Strong, degree level qualification directly relating to the main subject(s) to be taught.</li> <li>• 3 A-Levels at grades C and above (or equivalent). Successful candidates generally exceed this requirement.</li> <li>• Strong sense of scholarship in all taught subjects</li> </ul>	<ul style="list-style-type: none"> <li>• Experience as an excellent classroom teacher.</li> <li>• Postgraduate professional qualification e.g. PGCE.</li> <li>• UK QTS.</li> </ul>
Skills and Knowledge	<ul style="list-style-type: none"> <li>• Strong passion for the subject and its energetic and accessible delivery in the classroom.</li> <li>• Strong interpersonal and communication skills.</li> <li>• Ability to deliver engaging and inclusive lessons that support, stretch and challenge pupils of all backgrounds, abilities, needs and dispositions.</li> <li>• An ability to present information clearly, adapting style to suit individual situation and needs.</li> <li>• An ability to inspire confidence in the pupils so that they may ask questions and articulate their own understanding.</li> <li>• Excellent numeracy and literacy skills.</li> <li>• An ability to analyse data and to report on the outcomes clearly.</li> <li>• Able to contribute significantly to the wider life.</li> <li>• The ability to prioritise effectively.</li> <li>• Competence in the use of ICT to support teaching and learning and as a data tool.</li> <li>• Excellent time management and organisational skills with a high level of efficiency, planning and foresight.</li> <li>• The capacity to work accurately under pressure with attention to detail and adapt to unfamiliar situations.</li> </ul>	<ul style="list-style-type: none"> <li>• Recent evidence of personal development in main subjects.</li> <li>• An ability to innovate and create new approaches to teaching and learning.</li> <li>• Specific training/qualifications relating to diversity and inclusion.</li> <li>• Willingness to take on new qualifications in activities supporting the co-curricular life of the school.</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• A strong role model for pupils.</li> <li>• Ambition: high professional standards and expectations of pupils and yourself; comfortable working at a fast pace with intelligent and articulate young people.</li> <li>• Curiosity: a personal love of learning; an ability to think creatively and demonstrate initiative; a willingness to learn new approaches to teaching, pastoral care and co-curricular delivery.</li> <li>• Courage: a willingness to take risks and model intellectual courage; strong personal principles and the capacity to handle complex situations with calm and care as they arise.</li> <li>• Community: a willingness and ability to establish positive relationships with teaching and non-teaching staff, pupils and parents, demonstrating high levels of cultural humility.</li> <li>• Able to establish a safe environment for pupils, rooted in mutual respect.</li> </ul>	

# STAFF BENEFITS



## 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.



## Pension

Membership of the Teachers' Pension Scheme (TPS).



## Fee Remission

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



## 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.



## Reimbursement

of relocation expenses (role dependent).



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.



## Group Life Assurance

4 x annual salary.

# APPLICATION PROCESS

Candidates should submit a Teaching Application Form which includes comprehensive details of key achievements and responsibilities.

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. Interviews are then held in two stages, with the first stage providing an opportunity for us to invite a broader selection of candidates. This stage is usually held online with a member of the Senior Leadership Team and the Head of Department; it is informal and provides a chance for a general review of your application and for you to ask any questions.

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 and time with a pupil panel. The interview day will also include an observed lesson, an academic interview and a general interview.

Complete applications should be uploaded via:

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

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.

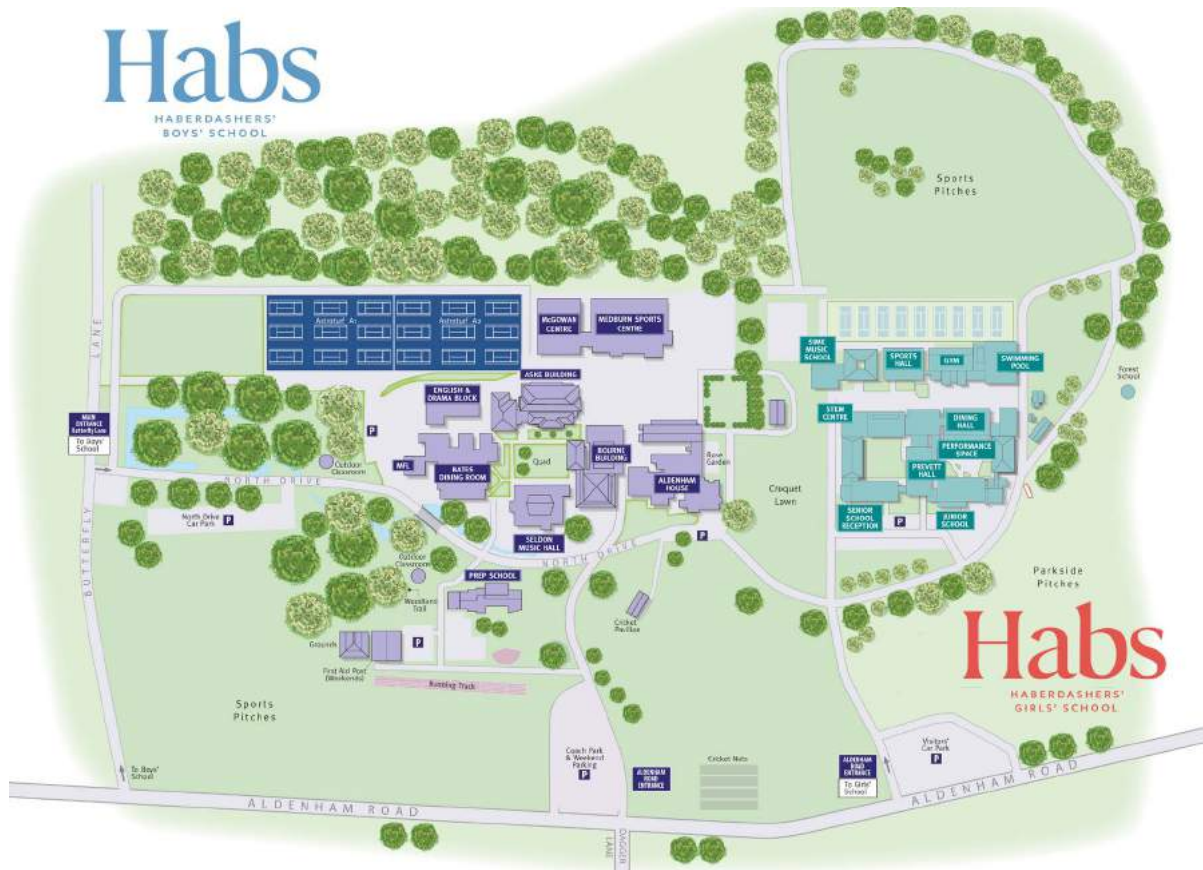
*Haberdashers' Boys' School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to a Disclosure and Barring Service enhanced check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted 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.



**Habs**  
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