



Haberdashers' Knights Academy

Principal Recruitment Pack

2026




Ofsted
Good
Provider



Haberdashers'
Academies Trust
South

Together, stronger

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Dear Candidate,

Thank you for your interest in the Haberdashers' Knights Academy Principal post, within our Trust.

Our mission is simple: to transform lives through education. Across our family of nine schools, we work together to ensure every child and young person develops the knowledge, confidence, and character to flourish at school and succeed in life. We strive to open doors from *age 3 to forever*.

Our schools celebrate their individuality, but benefit from being part of a values-led trust community, working in collaboration, within a culture of belonging. Inclusion sits at the heart of our work.

Choosing its' Principal is one of the most important decisions a school can make. It is a role integral to the success of our pupils, and our Trust, and is a decision rooted in a shared belief in the power of education.

Our schools live within vibrant, and diverse communities across South London. We want our leadership to reflect the pupils and families we serve. As a Trust, we are committed to equity, equality, diversity, and inclusion and to addressing the under-representation of some groups. We actively encourage applications from candidates with protected characteristics and from those whose lived experience and perspective will strengthen our leadership team.

We are committed to fair, and transparent recruitment processes, and to creating an environment where leaders can thrive. Even if you believe you do not yet have the experience but know you can be successful in our Trust, I encourage you to apply.

Please visit our website. If our mission, values, and approach resonate, we would welcome the opportunity to explore what we could achieve together: today, and for the future.

For a confidential discussion, please contact my Executive Assistant, Carol Clifford, on c.clifford@habstrustsouth.org.uk. We will do our best to accommodate informal visits to the school if requested but will balance these alongside the need to minimise disruption during the exam period.

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, our mission is simple and steadfast: to transform lives through education. Our family of five primary and four secondary schools in south-east London, operates in four clusters; in Southwark, New Cross, Downham and Crayford. Collaboration and Hub working play a vital role in how we work together. We are supported by a strong central team bringing together expertise in business areas such as IT, H.R. and Finance, alongside School Improvement and our Habs Institute for Professional Learning.

We work together to ensure every child and young person develops the knowledge, confidence, and character to flourish at school and succeed in life, whatever their starting point.

We set high-expectations, balanced by care, and support, and we stand alongside our schools and leaders through both success and complexity. No school is ever left to face a challenge alone.

As part of the wider Haberdashers' family, we offer something distinctive. A powerful partnership between state and independent education, that opens doors, from age 3 to forever, and provides rich professional learning for staff.

We are an aligned Trust. Our schools celebrate their individuality and their local context but benefit from being part of a trust community. Our mission, vision and values are important to all of us, and guide everything we do, including our approach to the curriculum and teaching and learning. However, implementation may vary depending on local need.

To find out more about Haberdashers' Academies Trust South, and how we work, please visit:
www.habstrustsouth.org.uk

VISION 2026

Every School an Excellent School

We strive for all our schools to be excellent so that our mission can be achieved.

We currently have three strategic objectives:

- 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:

<https://www.habstrustsouth.org.uk/Our-Vision-and-Strategy>

We are currently working together on our next five-year strategy.

Our Commitment to Equity, Equality, Diversity and Inclusion



Our schools sit at the heart of South London, and are richly diverse and dynamic communities, proud of their identities. Our pupils and their families bring languages, cultures, faiths, histories, and experiences from across the world, which we value. We believe that leadership should reflect, understand, and champion the communities it serves.

As a Multi-Academy Trust, we are committed to building a workforce that is equitable, representative, and inclusive at every level. We know that talented leaders from some backgrounds are under-represented in leadership and headship, and we actively welcome and encourage applications from individuals with protected characteristics, including those related to race, disability, gender, sexual orientation, religion or belief, age, and caring responsibilities.

We are committed to fair and transparent recruitment processes and will look to see the potential in applicants. **If you believe you do not yet have the experience but know you can be successful in our trust, we encourage you to apply.**

For us, equity is not simply a policy statement. It shapes how we recruit, develop our leaders, make decisions, and hold ourselves to account.

We are looking for a Principal who will lead with care, and model our leadership values of being brave, candid, and clear; someone who understands the joys and complexities of leading in diverse urban communities; and who sees inclusion, belonging, and high academic ambition as inseparable.

If you share our belief in providing an excellent education experience, we encourage you to apply.

Our EEDI Commitment



Together, stronger



Equity

We recognise that for some, our differences may mean we need additional or different support.

Equality

Everyone connected with us is equally valued and treated fairly, regardless of who they are.

Diversity

We understand that each of us is unique. These differences bring new ideas, new learning and make us collectively stronger. Representation matters.

Inclusion

We know how important it is to feel a sense of belonging, and to be listened to, heard and able to contribute.

We expect all our stakeholders to:

Uphold this commitment in their behaviours and their language

Challenge discrimination in all its forms

Help to build a safe and inclusive environment

Learn more about our EEDI values:
www.habstrustsouth.org.uk



See our EEDI Strategy and related documents on our website.



About Haberdashers' Knights Academy

Haberdashers' Knights Academy is a thriving secondary school at the heart of its community in the Borough of Lewisham, southeast London. As part of Haberdashers' Academies Trust South, the school shares the Trust's commitment to ensuring every child develops the knowledge, confidence, and character to succeed. Its mission is to empower every student to achieve their full potential, underpinned by the ASPIRE values of Accountability, Self-Discipline, Partnership, Integrity, Respect and Excellence. These values shape a culture of high expectation, strong relationships, and purposeful learning; where young people are both challenged and supported to flourish academically and personally.

In its' last inspection (25–26 January 2023), Ofsted judged Knights Academy to remain *Good* in all areas. Inspectors praised the school as a place where pupils' personal development is prioritised alongside an ambitious curriculum. They noted that pupils want to learn, are motivated to do so, and meet the high expectation placed upon them.

Character education is central to the Knights' approach. Leaders are intentional in developing student confidence, resilience, and sense of responsibility; recognising that academic success and personal growth go hand in hand. A rich programme of co-curricular, leadership opportunities, visits, and wider experiences complement the curriculum and broadens horizons. This is our Haberdashers' Advantage.

A large majority of students progress to higher education, including leading universities, while others pursue high-quality apprenticeships or employment pathways. The school is proud to be amongst the top schools nationally for Applied General qualifications, showing strength across both academic and vocational routes.

Knights Academy is also proud to host a thriving Combined Cadet Force (CCF), which plays a distinctive role in building leadership, team, and self-discipline. The CCF offers students valuable opportunities to develop confidence, service, and aspiration beyond the classroom.

Find out more at www.habsknights.org.uk



Haberdashers'
Knights Academy





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 17 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 school 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' 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

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

“Being a member of the team at Knights makes you feel a part of something that will actually change the lives of our young people.

Every single person is determined to make a difference and that’s what makes us special”

Executive Assistant
Haberdashers’ Knights Academy

Role Description

Job Title:	Principal
Contract Type:	Permanent
Salary:	L32 – L36 £120,811 - £132,225 (Inner London)
School/Service:	Haberdashers' Knights school
Location:	Launcelot Road, Bromley, BR1 5EB
Hours Per Week:	Full time
Accountable to:	CEO

Role Purpose

As Principal you are accountable and responsible for standards within the school and for the performance of it. You are critical to its' success and that of the Trust. You, alongside the Local Governing Body, are responsible for implementing the vision and strategic direction of the school, within the context of the Trust ethos and values. You will provide strategic, and operational leadership for the school and across the trust. This includes striving to maintain high standards in all aspects, for all pupils and all staff.

You will contribute to the collective success of Haberdashers' Academies Trust South by embodying its ethos and values, and by championing equity and excellence. You will seek to model 'Together Stronger' in all that you do as an Executive Leader..

Being a Principal is a privilege, but not without its challenges. Therefore, whilst you will lead a school within our Trust, being the figurehead for it, you will be provided with support from the various Trust teams to enable you to focus on bringing our mission to life, from three to forever, and creating the best educational experience for all pupils. This experience should enable them to be successful and to access the next steps in their journey.

Implementing a strong and secure operating environment, enables us all to keep our focus on school improvement. The alignment of our operating model and some policies reflects this. Business and Admin areas are shared across schools or the Trust where it makes sense to do so. This does not reduce your autonomy, but you may not directly line manage some of these areas. You will, however, be involved in the operational implementation of these functions within your school and be integral to ensuring they support you to be effective in your role.

This job description is not meant to be an exhaustive list but captures the key domains we believe are important in leadership in our trust today. A thread throughout is our commitment to, and the important role you play in implementing, our EEDI strategy, which includes our duties under the Equalities Act.

1. Build a strong and impactful Haberdashers' Experience, from three to forever

Key Responsibilities

- Implement the key priorities of the trust to support pupils to *flourish from three to forever*.
- Implement a curriculum which supports the development of *powerful knowledge*, and which aligns with the Trust's principles, recognising this is the bedrock of the school. The curriculum will reflect our commitment to diversity, promote equality and equity, and actively challenge discrimination and bias.
- Prioritise the ***Haberdashers' Advantage*** programme within the school and across the Trust, recognising the value and importance of developing *individuals with character* by providing a broad range of opportunities within and outside of the classroom.
- Recognising the importance of consistency for pupils, secure high-quality teaching in all areas by implementing the *Haberdashers' Principles* to enable all pupils to make strong progress, regardless of their background.
- Use ***intelligent insight*** to inform ongoing review and improvement planning, intervention where needed, and resource allocation.
- Strive to implement our ***Success For All*** strategy to close gaps in progress and experience for disadvantaged pupils, those with SEND and those with protected characteristics, ensuring equity of access, opportunity, and outcomes for all learners.

Role description continued

2. Secure and maintain a Positive Culture for Learning

Key Responsibilities

- Establish and maintain a culture of ambition, high expectation, and optimism for all, in every aspect of school life.
- Create and model an inclusive environment which reflects the trust's commitment to equity, equality, diversity, and inclusion (EEDI) where all pupils and staff feel a sense of belonging, regardless of their background or identity.
- Ensure pupil wellbeing, safeguarding, and personal development are central to the life of the school and that all 'pastoral' and welfare structures provide excellent support, particularly for those with barriers to their learning.
- Ensure a strong, positive, and inclusive culture and behaviour for learning ethos, where all pupils can learn and all staff can teach, free from disruption. This ethos will go beyond compliance and support active engagement in learning. Policies will be implemented firmly, fairly, and consistently.
- Promote student voice and agency, ensuring pupils feel safe, valued, and heard.

3. Support and champion the development of *Great People*

Key Responsibilities

- Create an environment where all staff believe they can do their best work. This includes adopting a starting point of assumed success, providing constructive development feedback when needed, carrying out ongoing review in line with the Trust's ethos and supporting staff to feel safe as they develop as professionals.
- In partnership with the Trust HR team and the Habs Institute, to take the lead on recruitment, development, progression, and retention of high-quality staff who are aligned with the Trust's values and vision. In doing so, promote and apply the Trust's EEDI strategy.
- Provide high-quality professional development and coaching to support continuous improvement, in partnership with the Habs Institute.
- Build leadership capacity at all levels, promoting and enabling strong and effective line management and securing succession planning.
- Conduct Appraisals in line with Trust policy providing clarity, fairness, and developmental intent. To manage the performance of staff and take the lead in addressing any issues as they arise, in line with the Trust ethos and associated policies and processes.
- Actively support flexible working, wellbeing, and inclusive practice, ensuring all staff can thrive and progress.

4. Build relationships with Stakeholders and the Community

Key Responsibilities

- Develop strong and effective working relationships with stakeholders including families, the local community, Governors, Trustees, and the Haberdashers' Company.
- Ensure all communication and engagement strategies are accessible, inclusive, and responsive to the needs of the communities we serve.
- Work collaboratively with other Trust leaders, Principals, and Trust teams to share best practice and drive collective improvement; setting strategic priorities and monitoring progress.
- Always represent the school positively, supporting its ethos and mission.
- Engage effectively and actively with the local authority, external agencies, partners, and regulators as required and appropriate, to support continued improvement.
- Advocate for the needs of all pupils and families, particularly those who may be marginalised or underrepresented.

5. Organisational Management

Key Responsibilities

- Ensure the efficient and effective use of financial, physical, and human resources; working closely with the Trust teams which oversee these areas. This includes budget setting and monitoring, within the confines of the finance structures.
- Monitor the impact of these areas to ensure organisational systems, policies, and practices are secure, support efficient and effective working practices which in turn support the wellbeing of staff.
- Ensure policies and procedures are implemented consistently and fairly, complying with equality legislation.
- Maintain robust systems for health and safety, safeguarding, compliance, and risk management, working with the relevant Trust teams to ensure best practice.

Role description continued

- Lead school improvement planning, accurate self-evaluation, and accountability processes within the school and contribute to those across the trust, ensuring clarity and consistency. This will include preparations for Ofsted when needed.
- Use all resources strategically to secure high standards, support inclusion, and reduce barriers to participation and achievement.

6. Being a 'Leader Who Cares'

You are integral to the success of our Trust and achieving our mission for pupils. Your leadership behaviours matter. It is important you feel empowered with a sense of autonomy so that you can be you. We have an aligned *Leaders Who Care* framework and are committed to being *brave, candid, and clear* in our leadership. This is to provide clarity on what we think is important, but we encourage our leaders to bring themselves to their roles. In this way, they will excel and we will be stronger as a trust.

Key Responsibilities

- Model the Trust ethos and values in all that you do, recognising that you are a critical role model for staff, pupils, their families, and the communities we serve.
- Model the *leaders who care framework*, modelling ethical leadership by being *brave, candid, and clear*.
- Uphold the Trust commitment to EEDI and inclusion through your leadership behaviours; being self-aware, and respecting difference.
- Engage actively in your own professional learning, coaching, and Trust-wide leadership development; committing to ongoing learning, including in EEDI, and using this to inform leadership practice and decision-making.
- Manage your workload and wellbeing effectively, asking for help and support if needed, and modelling healthy and sustainable leadership practices.
- Uphold the highest standards of integrity, professionalism, and accountability in everything you do.
- Uphold our commitment to safeguarding and report any concerns in accordance with Trust policy and KCSIE.

We work hard as leaders within our Trust as we know what we do matters. Your wellbeing is important. You will be encouraged to take time away from work at weekend and holidays and to model that for others.

Within the above you will be expected to follow Trust policies and statutory requirements. Any deviation from statutory guidance should be discussed with the CEO.

Your support

You are entitled to support in your development and in times of challenge. You will be directly line managed by the CEO who will maintain regular contact with you. You will also work closely with the LGB and the Chair in particular. The trust teams will support you in achieving your objectives. You will have the opportunity to work with a coach and to access leadership development programme as appropriate. Most importantly, we work together to resolve challenges within a climate of trust and collaboration.

Reporting

You will report directly to the CEO. You will also work closely with the LGB and the Chair in particular, preparing accurate self-assessments of the school's performance, for various audiences. You will keep the CEO updated on the progress of the school and will be fully involved in the trust appraisal process.

Yours and our commitment to equity, equality, diversity and inclusion

- Our schools sit at the heart of South London, and richly diverse and dynamic communities, proud of their identities. Our pupils and their families bring languages, cultures, faiths, histories, and experiences from across the world, which we value. We believe that leadership should reflect, understand, and champion the communities it serves. You will be instrumental in doing this.
- As a Multi-school Trust, we are committed to building a workforce that is equitable, representative, and inclusive at every level. We know that talented leaders from some backgrounds remain underrepresented in leadership and Headship. As principal there is an expectation that you will do all you can to support the development of leaders from underrepresented groups.
- Equity is not simply a policy statement. It shapes how we behave and what we do, in all we do.

Staff Benefits

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.

Why Haberdashers?

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.



* 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?

“When you join as a member of staff at Knights, you become a part of the 'Knights family'. The welcome and support I received upon joining, from every corner of the school, helped me to settle in quickly and feel successful straightaway. Our students are curious and ambitious, and they help make the school a great place to work.”

Teacher of English
Haberdashers' Knights School





Recruitment process and additional information

Closing date: Thursday 14th May 2026 @ 12 noon

Shortlisting date: Friday 15th May 2026

Interview dates:

First stage: Thursday 21st May 2026

Final stage: Friday 22nd May 2026

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 be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- Lesson visits
- Panel interviews on a variety of topics
- A task
- A tour of school

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 shortlisted 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 EA to the CEO, Carol Clifford on c.clifford@habstrustsouth.org.uk . We will do our best to accommodate informal visits to the school if requested but will balance these alongside the need to minimise disruption during the exam period.

**Thank you for your interest in
Haberdashers' Academies Trust
South.**

**We look forward to receiving your
application.**

www.habstrustsouth.org.uk