



Haberdashers'
**Hatcham
College**

Teacher of Mathematics Candidate Briefing Pack

Haberdashers' Hatcham College
2021-2022



www.habshatcham.org.uk



Welcome from our Principal

Dear Candidate,

Thank you for your interest in the post of Teacher of Mathematics at Haberdashers' Hatcham College. It gives me great pleasure to write to you as the Principal. Our College was formed by the Worshipful Company of Haberdashers in 1875 and in 2005 was the founding school of the Haberdashers' Federation Trust. The College has a long history dating back to the original Haberdashers' School in Hoxton in 1692. This school moved to its current two sites on Jerningham Road and Pepys Road in New Cross in 1875. Today, the College has three campuses including the Jerningham Campus with Years 7 – 9, the Pepys Campus with Years 10 – 13 and the Sports Fields at Nunhead (short walk from the Pepys Road site). The Pepys Campus shares space with The Free School (Primary School) which continues to be one of our feeder schools. Considerable building work has taken place over the years and our estates plan and strategy plan continues to be governed by ensuring teaching and learning remains at the heart of what we do.

In 2021, openness and transparency guided our discussions following the news that our founder, Robert Aske, had been a shareholder in the Royal African Company. It was important to listen to the views of as many people involved with our Trust as possible, and so we began an extensive consultation during the summer term. This ended in July 2021. The Federation has since been renamed Haberdashers' Academies Trust South with Haberdashers Hatcham College one of its four existing secondary schools. Our College has long-standing traditions and we believe that it is important for our young people to learn lessons from the past and define the narrative for their future. They are central to our story. Every child deserves a great school on their door step and we remain steadfast in our drive and belief to ensure that our children enjoy a great schooling experience each day.

Young people face a number of challenges in the world today, now more so than ever. At Hatcham College, we seek to support each pupil in navigating their way to live a happy and successful life, at the College and beyond. We drive our young people to achieve the best academic qualifications they can whilst finding out who they are, what they stand for and what they have to offer. The College is able to draw upon skills and expertise from four Secondary and five Primary Schools within the Trust. Working closely with colleagues has created a culture of continuous improvement, teamwork and open communication. By working together, we are afforded a distinct advantage in what we are able to offer to staff, parents/carers and children within the College and across the Trust.

This role comes at an exciting time, and we are filled with great optimism, working in partnership with the Trust, Local Governing Body and College Leadership. Together with the Hatcham Leadership Team (HLT), Extended HLT, teachers, support staff, parents, carers and pupils, we seek to improve our three key priorities; Powerful Curriculum, Great Teaching and Working Together. Our pupils feel safe and enjoy school. However, there is more that we can do. We have a continued focus on reducing the disadvantaged gap whilst challenging the most able.

We are seeking someone who is committed, enthusiastic and keen to support our young people to strive for excellence and be the best version of themselves. Being a positive member, contributor and team-player are integral to the College and Trust, which offers a wide range of opportunities, resources and support so that staff can develop and flourish here. As an employer, we are committed to fairness and equality, and within the College, we proudly promote and celebrate a culture and ethos which is genuinely diverse and inclusive.

Great journeys require great people and we are seeking a candidate wishing to be on this journey to improve the progress and outcomes for our young people with us. I very much look forward to hearing from you.

Seema Solani
Principal

About Haberdashers' Academies Trust South



We are a multi-academy trust consisting of four secondary schools and five primary schools and have been educating children and young people since 1876.

Our moral imperative at that time was to ensure that every child in our care received the best possible education in order to make the best start in life. That moral imperative remains today, underpinned by our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect.

In a complex world, we need our children and young people to be as well equipped for their future as possible so that they can flourish. We will support them to become compelling individuals so that by the time they leave us they will have experienced a range of opportunities that not only build their mind but also build their character.

We are proud to be a diverse community and take seriously the need to ensure that every child, young person and adult connected with our schools feels included, welcomed and listened to. This is an important part of who we are and our commitment to equality and fairness. This commitment remains at the forefront of our work.

To find out more about Haberdashers' Academies Trust South, please visit: www.habsfed.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: <https://www.habsfed.org.uk/Our-Vision-and-Strategy>

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 Hatcham College what it is 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 of prime importance to the Haberdashers' Company and today there are more than 12,000 children and young people in the Haberdashers' family of schools that benefit from the relationship.

Our Haberdashers' roots go back as far as the 1680s when our founder, Robert Aske, left a sum of money to build a school for 20 underprivileged children. Despite his philanthropic work, Aske's life and work is not without some controversy, particularly his investment in the Royal African Company, a slave trade company, in 1672. Aske's involvement in the slave trade is not in doubt, but having recently carefully considered and widely consulted on these past events and what they mean for us today, we believe his legacy has made such a significant contribution to our schools and the education of young people in our community, however we will no longer use the name 'Aske' in the common name of our Trust and our schools.

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

“I have been teaching at Haberdashers’ Hatcham College since my NQT year over 20 years ago.

In that time, I have been given various opportunities to develop professionally and implement new projects and programmes that benefit our students in a variety of ways.

I greatly value the guidance, support and encouragement of members of my department, middle and senior leaders who are always open to discussing new ideas and ways of working that lead to improved student outcomes.

I am the parent of two teenage children, both who attend Hatcham College. They both feel safe, are very happy, and with the support of their teachers, are developing into extremely resilient and independent young people.”

Job Role



Job Title:	Teacher of Mathematics
Salary:	UPS/MPS + ILW
Contract type:	Permanent
School:	Haberdashers' Hatcham College
Location:	New Cross, South East London
Accountable to:	Curriculum Director of Mathematics

About the Role

The core purpose of this Teacher of Mathematics post is to contribute to the continuing development of Hatcham College. Our three key priorities are to develop Quality First Teaching, Behaviour for Learning and Progress & Achievement. This role will entail a teaching timetable and the ability to lead and motivate students.

This post is extremely important to the subject outcomes of Hatcham College and its continuing success. Teachers are the driving force behind subject development and hence, impact widely on the academic outcomes of the College. The successful candidate will be line managed by the Curriculum Director of Mathematics.

Teachers must reflect and be positive thinkers and be able to identify methods in which teaching and learning can be enhanced, across all phases. It is expected that the successful candidate will consistently plan and deliver lessons to an expected standard within the department.

We are looking for an innovative and forward-looking individual who can inspire students and contribute fully to a very active and hardworking team.

Professional Development

Our staff are important to us. We know that without great staff, our children will not be as successful. Therefore, professional development is key to our success.

We enable staff to participate in a number of internal and external professional learning and support any relevant professional coaching and/or leadership development.

Key responsibilities of the role

Teaching, Learning & Assessment

- To promote a love of learning and children's intellectual curiosity in this subject area
- To demonstrate and develop strong knowledge of a wide range of teaching methods and to implement these in the classroom
- To ensure that all practices for teaching are in harmony with our Five-Year Strategy, direct instruction, DfE Teaching Standards and the Hatcham Standards (for teaching)
- To keep up to date with developments in the subject nationally and to respond to initiatives/changes in content, methodology and examination practice
- To benchmark and use any resources/strategies as advised by the Trust or other evidence based practices

Staffing and Resources

- To co-plan and work with teachers to develop skills in teaching, learning and assessment
- To support professional learning by attending sessions, meetings and forums as required so that staff can learn from one another
- To work in partnership with the Head of Department to review the availability and use of resources to improve Quality First Teaching
- To support the department leaders with arrangements for classes requiring cover within the curriculum area for minimal disruption to pupil learning
- To have high standards of professionalism, judgement and attendance
- To support the members of the curriculum team in maintaining high standards of delivery and discipline

Management Information

- To ensure that pupil data is used effectively to improve pedagogy and practice within this subject
- To analyse and evaluate performance data both from within the curriculum area and externally provided to ensure student progress
- To take action in relation to any identified concerns regarding student progress
- To adapt any teaching and learning to respond to the strengths and needs of pupils
- To evaluate and use reports analysing examination performance (both internal and external) identifying areas for further action and support that is required
- To ensure that students' work is marked regularly and conscientiously, in accordance with the College marking policy
- To set and mark internal assessments and Trust examinations as required

Communication

- To provide pupils with regular feedback, both orally and through accurate record keeping/marking, and encourage pupils and staff to respond to the feedback
- To ensure effective communication as appropriate with students and teachers
- To ensure effective communication as appropriate with the College and other external agencies
- To represent the subject's interest within the College

Key responsibilities of the role

Pastoral and Behaviour Management

- To take on the role of a Form Tutor as assigned, supporting the pastoral and welfare of students as part of a year group
- 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 College's safeguarding policies
- To challenge and correct any behaviours that are not in accordance with College policy
- To be able to check and challenge incorrect uniform and adhere to the colleges behaviour policy, and to manage any behaviour concerns
- To provide accurate information for parents as directed by the College and department policy and to attend parents' evenings and other presentation meetings as directed

General Responsibilities

- To teach a timetable commensurate with the position and responsibilities
- To work within the College and Trust framework with regard to health and safety
- To promote equal opportunities in the College
- To actively promote the aims and ethos of the Trust/College
- To support the College's commitment to the continued professional learning of all staff
- To contribute to the ethos of the school as a caring, supportive institution where Quality First Teaching is one of our key priorities
- To undertake any additional duties as may reasonably be required by the Principal

Person Specification

Criteria	E s s e n t i a l	D e s i r a b l e	HOW IDENTIFIED AND ASSESSED AP Application AS Assessment I Interview P Presentation R References
Education/Qualification and Training			
<ul style="list-style-type: none"> A good Honours graduate degree with QTS 	✓		AP, AS, R,
<ul style="list-style-type: none"> Further accredited study such as working towards middle leadership qualification 		✓	AP, AS, I, R,
Experience			
<ul style="list-style-type: none"> A varied and successful teaching experience in the secondary sector within a diverse environment 	✓		AP, AS, I, P, R,
<ul style="list-style-type: none"> Outstanding contribution to pupil progress and achievement (a two-three year track record of your own teaching) 	✓		AP, AS, I, P, R,
<ul style="list-style-type: none"> Excellent grasp of pupil data and its use in raising achievement 	✓		AP, AS, I, P, R,
<ul style="list-style-type: none"> Involvement in the formulation, implementation and progression of Improvement Plans 		✓	AS, I, P, R,
<ul style="list-style-type: none"> An excellent understanding of national and local GCSE development within this subject 		✓	I, P, R,
<ul style="list-style-type: none"> Can motivate students at all levels of ability, thus ensuring that a wide range of students access Mathematics curricular and extra-curricular provision 	✓		AP, AS, I, P, R,
<ul style="list-style-type: none"> Demonstrable success in leading trips and events to promote Mathematics (requiring provision for risk assessments, safeguarding and parental communication) 		✓	AP, AS, I, P, R,
Knowledge and Skills			
<ul style="list-style-type: none"> A strong vision for teaching and learning of Mathematics and experience of implementing successful strategies and measuring their impact 	✓		AP, AS, I, P, R,
<ul style="list-style-type: none"> A strong ability to support post holders and other staff in their understanding of how to lead and manage their areas of expertise or responsibility effectively 		✓	AP, AS, I, P, R,

• Experience of coaching or mentoring others to develop their knowledge of teaching and learning in Mathematics	✓		AP, AS, I, P, R,
• Knowledge of effective pedagogical strategies to improve teaching of Mathematics (e.g. Rosenshine's Principles of Instruction)	✓		AS, I, P, R,
• Successful experience of designing (or contributing towards), implementing, evaluating and improving schemes of work across all key stages	✓		AS, I, P, R,
• Experience of how to effectively use data tracking and assessment to provide appropriate support and challenge for students across all key stages within Mathematics		✓	AP, AS, I, P, R,
• Knowledge of a wide range of successful intervention and assessment strategies for pupils at Key Stages 3, 4 and 5	✓		AP, AS, I, P, R,
• Ability to monitor, review and evaluate the work of the department against current Ofsted criteria	✓		AS, I, P, R,
• Knowledge of current educational issues including developments in the sphere of public examinations, careers and university entrance		✓	AP, AS, I, P, R,
• Experience of timetabling at departmental level		✓	AS, I, P, R,
Professional Standards/Other Requirements			
• Excellent team working skills	✓		AP, AS, I, P, R,
• The ability to motivate and inspire others: both colleagues and students	✓		AP, AS, I, P, R,
• A considerable work rate and high degree of administrative efficiency	✓		AP, AS, I, P, R,
• Strong ICT skills	✓		AP, AS, I, P, R,
• Excellent interpersonal and communication skills (e.g. use of positive language)	✓		AP, AS, I, P, R,
• Ability to remain calm under pressure and demonstrate sound judgement	✓		AP, AS, I, P, R,
• Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents, governors, staff and outside agencies	✓		AP, AS, I, P, R,
• Strong 'presence' and ambassadorial skills	✓		AP, AS, I, P, R,
• Commitment to the promotion of diversity, inclusion, equal opportunity and equal treatment	✓		AP, AS, I, P, R,
• Sense of humour	✓		I, P, R,
• Willingness to support human values of democracy, rule of law, Individual liberty, integrity and mutual respect.	✓		AP, AS, I, P, R,
• Willingness to support and promote the Haberdashers' Advantage	✓		AP, AS, I, P, R,

Why Haberdashers?

Joining Haberdashers' Academies Trust South at any point in your career will be a rewarding and fulfilling experience. You will be part of a driven team that spans nine schools and a central services team in South East London and Kent, who are all resolute in their aim to make our schools excellent places to learn and work. We offer an attractive benefits package, plenty of professional development opportunities and a focus on career growth. You will also experience a flexible and supportive work environment with a focus on health and wellbeing, and a culture of openness and respect.

- **Providing talent development opportunities:** Habs Institute, the professional learning arm of the Trust, is committed to the development of all our staff and departments.
- **Haberdashers' Advantage:** our relationship with the Haberdashers Company ensures that working for the Trust is a truly exceptional and unique experience
- **Offering flexible working:** We are able to consider flexible and family- friendly working opportunities.
- **Pensions:** when you join the Trust you will be enrolled onto a Teaching or Local Government pension scheme
- **Supporting your health and wellbeing:** All our employees have free access to a 24-hour confidential counselling service.
- **Perks and discounts through Perkbox:** All our staff have access employee benefits, recognition and wellbeing via the Perkbox platform.
- **Season ticket travel loans & Ride2Work scheme:** Get help with travel through a travel ticket loan or help with buying a bike
- **Computer Loan Scheme & Microsoft Office:** Purchase hardware or software at a discounted rate
- **Discounts:** Enjoy money off with a range of suppliers including Apple and O2
- **Actively promoting equality and diversity:** We are committed to promoting an equal and inclusive community and attracting a diverse range of candidates.
- **Join us on our journey:** over the next five years we will bring our mission to life with our strategic vision of 'every school an excellent school'

To find out more about the benefits of a career at our Trust, please visit:

www.habsfed.org.uk/Benefits

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



Recruitment Process and Additional Recruitment

Closing date: Tuesday 19th April, 12pm

Interview date: Interviews will be held as and when applications are received.

Recruitment Process:

Once you have submitted your application, it will be assessed against your relevant experience and the criteria in the job description and person specification. If you score well against this criteria, you will then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- Written tasks
- Classroom visits
- Panel Interviews on a variety of topics
-

Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing hatchamhr@haaf.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: Before you are invited to interview, we will obtain references from your referees. 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'
**Hatcham
College**

For an informal discussion about this post,
more information or to arrange a visit,
please contact: hatchamhr@haaf.org.uk

Thank you for your interest in the
Haberdashers' Hatcham College. We look
forward to receiving your application.