



Haberdashers'  
**ABRAHAM DARBY**

Confident - Calm - Caring

# **Candidate Information Pack**

## **PRINCIPAL**

**Required for April 2024**

**Closing Date: Friday 17<sup>th</sup> November 2023**

**Salary is negotiable according to experience  
and expertise**



November 2023

Dear Colleague

Thank you for your interest in the role of Principal at Haberdashers' Abraham Darby. The Governors are seeking to appoint an exceptional and dynamic leader with the vision and passion to inspire students, staff and parents, and have the determination to drive the Academy through the next phase of its development. You will share our ambition to become 'outstanding' and be prepared to work relentlessly in pursuit of his aim.

The Haberdashers' Company and the Governors are extremely proud of what has been achieved at Abraham Darby since it opened its doors in 2008. It has played a significant role in transforming the life chances of young people within the locality.

Potential candidates are welcome to contact myself for an initial discussion – please arrange this by contacting the HR Manager/PA to the Principal at the Academy, Debbie Tudor, on 01952 386002 or via email: [deborah.tudor@taw.org.uk](mailto:deborah.tudor@taw.org.uk)

Further information about the school can be found by visiting our website:  
<https://www.haberdashersabrahamdarby.co.uk/>

In making an application, please submit a completed Academy application form and an accompanying letter (no more than 3 sides of A4 in length) in which you address the following issues:

1. What aspects of your experience, professional qualifications and personal qualities do you feel make you a good applicant for this post?
2. What do you perceive as the key challenges in school leadership over the next five years and how might you go about addressing them?
3. What attracts you to this particular post?

I look forward to receiving your completed application by **no later than 12 noon on Friday 17<sup>th</sup> November**. Please return electronically to Ms Debbie Tudor (HR Manager/PA to the Principal) E-mail: [deborah.tudor@taw.org.uk](mailto:deborah.tudor@taw.org.uk)

It goes without saying that this is a crucial appointment. Governors will be thorough in their pursuit of the right person: the students, their parents and the staff at Haberdashers' Abraham Darby deserve no less.

Yours faithfully



**Mr J Gallagher**  
**Chair of the Local Governing Body**

## **The Haberdashers' Company – an introduction**

### **Background**

The Haberdashers' Company is one of the Great Twelve Livery Companies and has a long history closely connected to the development of the City of London. We are a welcoming and inclusive organisation with a strong social purpose. We are proud of our roots, traditions and values that go back centuries, but equally, we are a modern organisation committed to a vibrant and diverse future. We harness the resources of the Haberdashers' community to empower young people from every background and enable them to flourish.

### **Our schools**

The Haberdashers' family of schools is made up of eighteen schools, structured in four devolved groups – Haberdashers' Academy Trust South, Haberdashers' West Midlands Academy Trust, Haberdashers' Elstree Schools and Haberdashers' Monmouth Schools. We are proud to include schools of all types and sizes within our family of schools – from a brand new, state academy like Haberdashers' Borough Academy, opened in 2019, or a centuries' old independent boarding school, like Haberdashers' Monmouth, founded in 1614. The relationship with Haberdashers supports the schools: financially through endowment funding, through providing governors and trustees from the Company membership and through the Haberdashers' Advantage programme.

The concept of Haberdashers' Advantage identifies the added benefit that will be felt by pupils at our schools. Our philosophy is that there is more to quality education than academic performance, whilst recognising that such outcomes are a critical component. We give tangible support to our schools as they strive to provide our students with character, values and the ability to develop life and workplace skills; helping to shape the best possible outcome for their futures.

### **Haberdashers' Advantage Programme**

#### **Character**

These activities provide character, soft skill development and cultural capital for pupils. Current initiatives are Year 7 historical educational visits to the Hall, art/music/subject competitions, sports/music festivals and leadership skills training opportunities for students.

#### **Futures**

This programme delivers careers and employability initiatives for pupils. Current projects are primarily focused at sixth form pupils and include entrepreneur competitions and regular careers conferences with high-level professionals.

#### **Working together**

This programme covers collaboration and professional development for staff, leaders and governors. Current areas of focus are leadership development, mental health and educational technology.



# Haberdashers' **ABRAHAM DARBY**

Confident - Calm - Caring

## **JOB DESCRIPTION – PRINCIPAL**

### **CORE PURPOSE**

The Principal will provide professional and dynamic leadership and management for Haberdashers' Abraham Darby to ensure its continued success and improvement, maintaining high standards of teaching and learning. Drawing on the Academy's traditions and values, which are characteristic of all Haberdashers' schools, the Principal will embrace the Academy's growing reputation for excellence and take it forward to meet new challenges and opportunities with energy, commitment, enthusiasm and imagination. The Principal will be strongly visible and able to communicate a passion which secures the commitment of the entire Academy community.

### **KEY TASKS**

#### **Vision and Ethos**

1. Develop, in collaboration with staff and Governors, a clear and innovative vision to provide rich opportunities for high quality learning and wider personal development.
2. Ensure the Academy's continuing evolution within the Haberdashers' West Midlands Academies Trust, taking into account national and local policies, circumstances and initiatives whilst staying true to the school's vision.
3. Ensure an intrinsic culture of pastoral care; where high standards of behaviour, a sense of personal responsibility, respect for others and a passion for lifelong learning are part of belonging to the Academy and Haberdashers' family.
4. Promote safeguarding, rights and responsibilities in all aspects of Academy life.
5. Develop an inclusive culture of mutual respect across the Academy, bringing together staff, students, parents and carers
6. Contribute to the development of excellence across the wider Haberdasher family of schools

#### **Leadership and Management**

1. Demonstrate clear leadership and excellent levels of communication to build and nurture cohesive teams.
2. Empower and inspire staff so that they feel valued, achieve their personal goals, understand their responsibilities and are held accountable in a fair, supportive and consistent manner.
3. Collect and use data to measure, evaluate and account for the Academy's performance, to support teaching and learning, and to plan for continued improvement.
4. Ensure high quality provision, challenge underperformance at all levels and plan effective corrective action where necessary.
5. Recruit high calibre staff, deploying, supporting and appraising them to ensure their continued professional development and preparation for promotion.
6. Maintain an up-to-date knowledge and understanding of the wider educational agenda, including statutory and legal frameworks and best practice.



## Teaching and Learning

1. Ensure the curriculum is relevant, challenging and stimulating for students at all key stages including post 16, taking account of their needs, aptitudes and career aspirations to prepare them effectively for adult life.
2. Ensure high expectations of all students and motivate them to become active participants in their learning, to optimise achievement and minimise disadvantage.
3. Harness and nurture talents, utilising innovation and appropriate new technologies to create an exciting and vibrant learning environment.

## Accountability

1. Support the Governors in fulfilling their statutory responsibilities including providing regular reports, necessary information and objective advice to ensure effective governance of the Academy.
2. Ensure the Academy is fully prepared for inspection by outside agencies
3. Continue a rigorous programme of self-evaluation to inform the School Development and Improvement Plan.
4. Work successfully on a multi-agency basis to fulfil statutory obligations and secure the best outcome for students.

## Strengthening Community

1. Engage with parents/carers and the wider community to enrich the educational experience of students and to enhance the school's value to the community.
2. Provide parents/carers with regular information about students' progress and the life of the Academy, encouraging their active participation.
3. Working within a culture of collaboration, fairness and openness, engage in dialogue with stakeholders, valuing each other's knowledge and ideas and accepting shared responsibility.
4. Ensure that Haberdashers' Abraham Darby is recognised for its contribution both locally and nationally.
5. Promote inclusion, equality and access, ensuring that every member of the Academy community feels included, cared for and valued.

This list is not exhaustive and the Principal can expect to carry out other related duties whenever reasonably required.



# PERSON SPECIFICATION - PRINCIPAL

It is expected that the Principal of Haberdashers' Abraham Darby will demonstrate a range of qualities, skills and experience as outlined below. The appointing panel will assess candidates against these requirements and weigh the factors in the light of what is said about the wider requirements of the post and the Academy.

## Qualifications and Training

- Graduate qualification
- Qualified Teacher Status
- Experience in post as Headteacher/Principal, or senior management experience in a secondary environment
- An impressive classroom teaching record
- Evidence of significant continuing professional development

## Leadership and Management

- The ability to plan collaboratively, prioritise and delegate effectively
- Understanding and experience of effective strategic change and successful financial and resource management
- The ability and drive to develop an exciting vision for the Academy on its own and as part of the Federation, to articulate it and to work collaboratively with the staff and governing body to realise it
- The ability to monitor and evaluate teaching and learning effectively within a robust framework of performance management, encouraging and celebrating excellence, and having the ability to mentor and motivate others to produce outstanding results
- Firm but compassionate attitude to behaviour management
- Commitment to a student-centred approach, prepared to listen and respond to the student voice
- Commitment to balancing educational outcomes with the spiritual, creative, physical and social development of all pupils
- Knowledge and understanding of the national education agenda
- Knowledge of the statutory and legal framework governing an academy, a charity and a company
- Suitable approach to work/life balance for self and staff
- Co-operative approach to ensuring achievement of the benefits of the federation

## Leading Teaching and Learning

- A track record of effective managing, monitoring and evaluating students resulting in improved educational outcomes
- Capacity to inspire and motivate colleagues and students to enable all students and staff to achieve their full potential
- Experience of successful teamwork focused on improving standards and outcomes for all students across the curriculum

## Personal Qualities

- The ability to demonstrate a passion and vitality for teaching and learning and working with young people – at the forefront of educational thinking and pedagogical practice
- The ability to inspire others with high quality interpersonal skills with a reputation for integrity and high personal values which earns respect of staff, students and parents
- Strong leadership, underpinned with the skills to motivate effective team working whilst being open to challenge
- Excellent communication written and oral skills for a variety of audiences
- A charismatic approach, with strong visible presence in school and to the wider community
- A well-developed self-awareness, inner strength and conviction
- A confident, cheerful, approachable and open personality with a good sense of humour and emotional resilience – a positive role model for students and staff
- An enthusiasm for creativity and the freedom for others to be creative
- The ability to create and maintain an effective partnership with parents/carers to support and improve students achievements and personal developments
- The ability to think strategically, analytically and creatively for the Academy and the Federation



## Information on Haberdashers' Abraham Darby

Haberdashers' Abraham Darby is a vibrant, 11-18 mixed school which opened in September 2008. We are a member of the Haberdashers' West Midlands Academies Trust; a thriving partnership with Haberdashers' Adams school in Newport. A focus on traditional values and high expectations is resulting in rapidly rising standards and popularity as a school of first choice. We are located within a short distance from the picturesque River Severn and Ironbridge Gorge, not far from Telford and Shrewsbury, with good railway, road and motorway links to both the M6 and M54.

**History of the school:** Abraham Darby Academy opened on 1<sup>st</sup> September 2008 replacing the predecessor Abraham Darby School for the Performing Arts. The Academy was the 'sample project' in Telford & Wrekin's 'Building Schools for the Future' programme. Having been based in the existing school buildings during the construction phase of the project, the Academy moved into its new state of the art, technology rich accommodation in July 2012. It provides 1,100 places, 900 for pupils aged 11-16 (PAN of 180 in each year group) and 200 in the Sixth Form and sits at the centre of the Abraham Darby Learning Community, which also includes Woodlands Primary School and a Leisure Centre. Abraham Darby Academy changed its name to Haberdashers' Abraham Darby in 2017.

**Federation Trust:** Haberdashers' Abraham Darby is sponsored by the Worshipful Company of Haberdashers' and is a member of the Haberdashers' West Midlands Academies Trust, which is a federation with Haberdashers' Adams (a convertor Academy). There is one Board, chaired by the Chair of Governors, with several committees covering both academies and all governors are governors of both academies. Each school, however, has a separate local governing body.

**Ethos:** The ethos and culture of the Academy is rooted in values, standards, positive relationships and aspirations. The result is a warm, welcoming and generous environment where pupils who are increasingly ambitious for themselves, enjoy being challenged to improve upon their previous best and recognise their responsibilities as role models as they progress through the year groups. There is a shared purpose in our journey to become outstanding.

**Pastoral:** Our House system is the lifeblood of the Academy. It fosters competition, participation, belonging and student leadership. Each member of staff also belongs to a House. Throughout the year we enjoy all school inter-house competitions in rugby, netball, cross country, swimming and the Arts.

**Extra-Curricular:** The Abraham Darby music department has a very successful music tradition, which goes back well over 40 years and has ensured that the Academy has become one of the country's leading education establishments for musical opportunity for its students. It has a high reputation within the youth music world. Both the Academy's Showband and Jazz Band have performed regularly in the Schools Music for Youth Proms at the Royal Albert Hall and the Showband is the highest ranked school wind band in the UK. We also place considerable emphasis on Sport: we are one of the few state schools in the country that has an extensive rugby and netball Saturday fixtures list. We offer 10% of our PAN each year to musical or sporting aptitude places.

The education of the 'whole' child is a priority and has resulted in the development of an extensive informal curriculum. There is a substantial range of curriculum enrichment and extra-curricular experiences with which pupils are actively encouraged to engage. It is an expectation that all members of staff contribute to this programme.

Confident - Calm - Caring

Haberdashers' Abraham Darby Ironbridge Road Madeley Telford Shropshire TF7 5HX