

# Habs

HABERDASHERS'  
BOYS' SCHOOL



APPOINTMENT OF:

**TEACHER OF  
ART & DESIGN**

[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.

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.



A handwritten signature in white ink, appearing to read 'Gus Lock'.

**Gus Lock MA (Oxon)**  
Headmaster







## WHO WE ARE AND WHAT WE STAND FOR

We are Habs, a strong, happy and supportive community, committed to the pursuit of excellence in education. We trace our roots back to the 17th century. We give talented and ambitious young people the opportunities they need to succeed in life.

Our academic performance speaks for itself, but we know that great exam results are just the beginning. A Habs education prepares young people for fulfilment in a world that demands flexibility, creativity, resilience and critical thought. Habs Girls and Boys step into that world with confidence, ready to shape the future and open to a lifetime of new experiences.

Our horizons are wide. We are a diverse community and we nurture a global perspective and a deep sense of responsibility for the world in which our pupils will lead and succeed. Our broad curriculum and co-curricular provision prepares pupils for success wherever their passion may take them.

We work together, offering the best of single-sex education in a co-educational environment. Habs will always be the best place to learn and the best place to teach and work. When you join the Habs family, you will be part of our community long after your school days are over.



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

Year 12 Pupil





## WHY HABERDASHERS?

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

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 an outstanding education.

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

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

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

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

## HEAR FROM OUR STAFF AND ALUMNI

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

**Mrs Debbie Bardou**  
Teacher of History

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

**AR OH**  
2020

**Habs**  
HABERDASHERS'  
BOYS' SCHOOL

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

**Tim Lunn**  
Teacher of English

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

**LI OH**  
2011

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

**GM OH**  
2021

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

**Katie Barron**  
Teacher of Art & Design



# SUCCESS AT HABERDASHERS

## Headline results FOR 2020 EXAM RESULTS

At A Level:	At GCSE:
50.8% A*	80.5% A*
85.4% A	93.7% A* - A
98.2% B	98.8% A* - B

## 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 ART & DESIGN DEPARTMENT

The Art & Design Department at HABS is popular and strong, with several boys studying the subject at A Level and two or more groups entering GCSE each year.

## Departmental Accommodation and Facilities

The Art & Design Department is currently housed on the top floor of the Design Centre. This provides a suite of four spacious classrooms equipped with digital projectors and wireless network points. In addition to traditional Art materials, we have the facilities for pupils to explore a wide range of techniques in Textiles, Ceramics, Sculpture, Photography, Graphics, Mixed Media, Digital Media and Printing. Within the department, we have a small exhibition area and throughout the School there are several display and exhibition areas where pupils' work can be shown. The department also has its own lesson preparation room run by our full-time technician and a well-resourced Art & Design library. The wide-ranging teaching resources are electronically networked, and a full suite of design packages is available to us. Teachers are provided with a school laptop, have access to a department bank of high processing speed laptops and there is also a department colour printer. A reprographics facility, School Library with approximately 15,000 volumes, and extensive ICT facilities support the work of the Department and individual to ensure teaching at HABS is as visual and vibrant as possible.

## Departmental Staff

The Department is friendly and informal, with high standards and a general readiness for open discussion and innovation. At present, there are three teachers and a technician, all of whom are well-qualified subject specialists. The department has regular links with the Haberdashers' Aske's School for Girls and with other Art departments belonging to the LIDS and ISADA groups of Independent schools. In-service training is strongly encouraged and teachers attend courses, conferences and workshops regularly. Applicants must be artistically strong, willing to teach in a range of disciplines and have in depth understanding of historical and contemporary artists and designers. They will also demonstrate competency in using ICT in their planning, resource making, teaching and learning. The new specifications in Art & Design emphasise and specifically assess written work and drawing. Therefore, it is very important that applicants are confident in their ability to teach, assess and give feedback for written essay work and drawing up to and including A level.



## The Art & Design Curriculum

There is a fully planned and resourced curriculum in place for all key stages providing consistency and breadth in experience for all students. We encourage team work and collaboration in developing this as well as any new schemes of work or activity. Art & Design in the first two years is broadly based upon the requirements of the National Curriculum KS3. The small teaching groups in both Year 7 and 8 allow the pupils to work in a range of media as well as developing and refining their drawing and contextual studies. In Year 9, pupils opting to take Art and Design will follow a course which will provide grounding for the students to take the Fine Art or Graphic Communication Edexcel GCSE Art & Design endorsements. All Art courses are constructed to ensure that the boys can fully meet all the examination assessment objectives and requirements. At both GCSE and A Level, we promote a high degree of ambition, originality, sensitivity, depth and skill in pupils' personal investigations. In addition, the department leads a series of Art related Enrichment and Enhancement courses for the sixth form. Furthermore, we run a life drawing course, a range of artists led workshops, clubs, gallery visits and competitions across the key stages. Each teacher is expected to share in the responsibility for the successful delivery of the additional activities run by the department and is also encouraged to devise and lead new initiatives.

## Recent Academic Results

At GCSE 100% of our Fine Art and Graphic Communication students achieved grades 7-9. In our most recent A Level cohort 100% of candidates achieved A\*-B. (The first cohort for Graphic Communication GCSE will be entered in 2021.) Our recent A Level cohort have gone on to study Interior Architecture, Graphic Design, Animation and History of Art at well-established colleges. Well known alumni include Nicholas Serota, Adam Chodzko, Hiroki Aso (Kings Cross Station development) and Michael Sidney Moore.



# 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
<b>Qualifications and Experience</b>	<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>
<b>Skills and Knowledge</b>	<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>
<b>Personal Qualities</b>	<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)

**CLOSING DATE:**

**8AM, WEDNESDAY 26 JANUARY 2022.**

**FIRST ROUND INTERVIEWS:**

**W/C 31 JANUARY 2022.**

**FINAL INTERVIEWS:**

**W/C 7 FEBRUARY 2022.**

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.

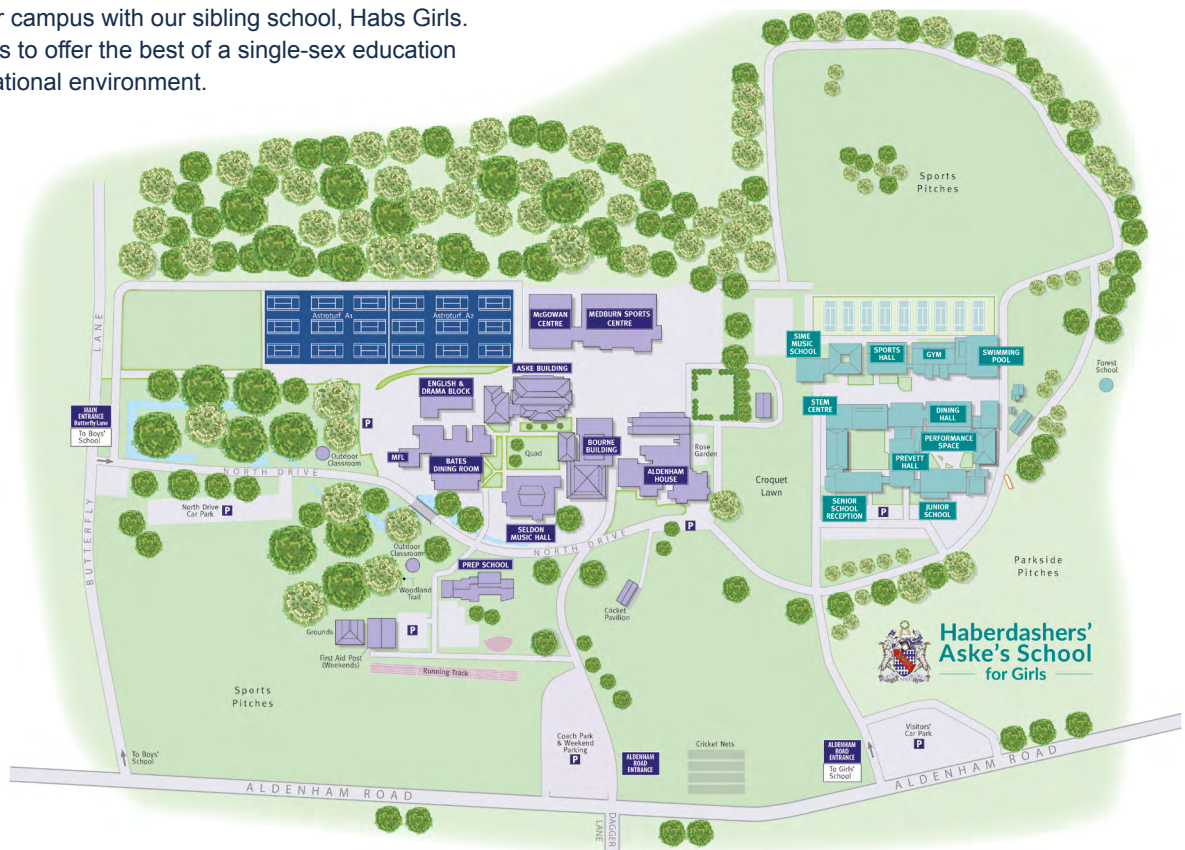
*Haberdashers' Boys' School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to a Disclosure and Barring Service enhanced check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted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

HABERDASHERS'  
BOYS' SCHOOL

## ADDRESS:

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