



**Haberdashers'**  
Hatcham College

## Director of Sport Recruitment Pack

2022-2023



Together, stronger



**Haberdashers'**  
Academies Trust  
South

# 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 ethos of working together and our values of being ambitious, always growing and contributing to the world as global citizens.

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

# Role Description

Job Title:	Director of Sport
Contract type:	Permanent
Salary:	Negotiable depending on experience
School:	Haberdashers' Hatcham College
Location:	SE14 5SF
Hours per week:	Full-time
Accountable to:	Vice Principal

## About the Department

The department has four members of full-time staff alongside two cover coaches (who cover lessons and run clubs).

Teaching covers all areas of the PE National Curriculum, engaging pupils' learning in skill development, technique, tactical and compositional knowledge.

A wide range of extra-curricular sports clubs are run by the department, with pupils extending their sporting ability and gaining recognised awards such as NICAS Levels 1 and 2 Staff regularly take teams to friendly, league and tournament fixtures, as well as hosting invitational tournaments and galas.

Haberdashers' Hatcham College is at the heart of the community, located in New Cross, we operate between three sites. The upper site is situated near to Telegraph Hill on Pepys Road, New Cross and the lower site is situated on Jerningham Road, opposite New Cross Gate rail station. The Nunhead Sport Ground is a real spectacle, it is situated near Nunhead station. The ground has grass pitches, a running track, dance studio, tennis courts and a sports hall.

## The Vision for the Role

Hatcham College could and should be producing winning teams in a wide variety of sports. The students have massive potential and part of our College improvement plan, to take the College on the next stage of its journey, is to ensure that students are active and engaged in learning and leadership within and beyond the PE and sport curriculum.

## The Purpose of the Role of Director of Sport

The first Director of Sport at Haberdashers' College will set a standard of excellence in the leadership, culture, building and quality control of sport throughout the School. They will be able to articulate what success means for sport at HHC and will establish clear metrics against which that success can be measured. They will build on all that has been achieved already, ensuring parity of opportunity for students of all backgrounds, male and female, and they will lead sports staff in ensuring excellence of provision at all levels.

They will agree a sporting programme that balances team sport with an increased range of alternative options, making full use of the current and new resources.

# Key responsibilities

The Director of Sport will be a highly motivated and energetic individual with the experience, personal qualities and dedication to lead the development of sport at HHC. They will be able to communicate a clear vision for the future and inspire colleagues to provide experiences for pupils which are consistently excellent, regardless of their current sporting prowess. They will be able to coach multiple School's team sports themselves and will be a role model for staff and pupils alike.

More specifically they will:

- With the Executive Principal, and other senior staff, agree a strategy for sport at HHC
- Line manage the 2 i/c PE
- Take full advantage of the sporting opportunities within the trust and family of Haberdashers' schools
- Work with other leaders within the trust to seek opportunities for collaboration
- Through the delivery of the plans and the standards set, work to ensure maximum participation in co-curricular sport in which all pupils are made to feel valued and challenged
- Monitor the effectiveness of sports provision, reinforcing and disseminating good practice, providing support in areas identified as requiring development
- Be a visible presence at key sporting events and fixtures to ensure that both the sport and the occasion is of the highest standard
- Co-ordinate and monitor the delivery of alternatives to the team sports, ensuring the provision of appropriate choice and quality
- Further develop the coaching programmes for teams to enhance success in competitive sport
- Oversee the development and training of sports staff
- Liaise with other departments, particularly drama and music, to ensure that pupils are able to maintain a breadth of co-curricular interests
- Explore the potential for partnerships and utilise the opportunities that our location in South East London affords us.
- In consultation with senior leaders and the PE department, make recommendations to the heads of key stage regarding the award of School Colours and awards for achievement in sport
- Work with senior leaders to further develop inter-house sport
- Promote the success of sport at Hatcham College
- Work with the Site Manager and Business Manager to ensure that the Centre and associated staffing most benefits pupils and the community efficiently
- Establish an annual sports tour
- Foster links with outside organisations to develop pathways for pupils to progress to higher levels
- Develop the sports leadership programme
- Develop a sports scholarship programme

# Key responsibilities

- Further develop outreach sporting events for pupils from partner schools
- Be responsible for and manage the sports budget and staffing, liaising with the senior line manager and business manager.
- Liaise regularly and closely with and take advice from the Head of Grounds about pitch requirements, availability of playing space and best use of pitches to maintain good quality playing facilities
- Maintain a comprehensive Health and Safety policy for sport
- Ensure adequate medical provision for fixtures
- Keep informed of national initiatives in sport and the implications for the College and respond accordingly.
- The list is not exhaustive and is subject to change.

The Director of Sport will be an ambassador for Haberdashers' Hatcham College, will live the College's values and will be expected to fulfil any reasonable request made by the Executive Principal.

“My recent appointment onto the Executive Teaching Assistant Principal (ETAP) course to become Assistant Principal has been a very proud moment. That’s shown the faith the Head Teacher has in me and the support and development I have had at my time at Knights.

No single person has the right answer and therefore we are able to draw upon one another’s expertise to work together for the best interest of the pupils.”

Dan Portsmouth, Assistant Principal  
Haberdashers’ Knights Academy

“I applied to Haberdashers because it’s always been one of those prestigious schools and I just wanted to be a part of the Trust.

There is always somebody here to support you, to push you, to drive you and we all share the same goal – to provide a good education for all the children that come to our schools”

Emily Gyimah, Executive Principal  
Haberdashers’ Hatcham Primary



## 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.habstrustsouth.org.uk/Benefits](http://www.habstrustsouth.org.uk/Benefits)

“I really enjoy being able to make an impact on the different aspects of school life. If you want to apply, then you should just give it a go. There is so much opportunity for growth here.

Adaze Oliseneku, Graduate Business Operations Trainee,  
Haberdashers' Borough Academy

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

Edna Asamoah, Data Manager  
Haberdashers' Hatcham College







## Recruitment process and additional recruitment information

**Closing date:** 30<sup>th</sup> September 2022

**Interview date:** Interviews will take place as and when applications are received, and we reserve the right to close this advert early

**Start date:** January 2022

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

- A written task
- A presentation
- A panel Interview

### Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [federation@haaf.org.uk](mailto:federation@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:** 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 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 a confidential discussion about this  
post or to arrange a visit to our school,  
please contact the office on 020 7652 9510  
or email  
[hatchamhr@habstrustsouth.org.uk](mailto:hatchamhr@habstrustsouth.org.uk)

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

**[www.habshatcham.org.uk](http://www.habshatcham.org.uk)**

Haberdashers' Hatcham College  
Pepys Road, London SE14 5SF