



Haberdashers'  
**Crayford  
Academy**

## 2022-23 Teacher of Geography Candidate Briefing Pack

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Haberdashers' Crayford Academy



[www.habscrayford.org.uk](http://www.habscrayford.org.uk)

# Welcome from our Executive Principal

Dear Candidate,

Thank you for your interest in Haberdashers' Crayford Academy.

Haberdashers' Academies Trust South is a Multi-Academy Trust of nine schools, (four secondary and five primary). These are currently organised as four 'clusters', Crayford Academy is part of the Bexley cluster which provides schooling for children aged 3-18 with over 1600 children in three schools: Crayford Academy (secondary), Crayford Temple Grove (primary) and Slade Green Temple Grove (primary).

We provide targeted support and a broad education to enable each and every one of our pupils to reach their full potential and to grow into well-rounded members of our community and aim to ensure all the children and young people who come to our schools:

- Are happy and safe at school and are able to learn successfully within a supportive environment
- Are able to achieve their full potential personally, academically and socially.
- Develop and grow as independent, resourceful and resilient individuals.
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

We are looking to appoint an excellent Teacher of Geography who has a passion for learning and strong subject knowledge to support the continuing development of the Geography curriculum and to join a dynamic and forward-thinking department. You will be joining an excellent Humanities department which incorporates many subjects including: Geography, History, Sociology and Religious Studies at KS3- KS5. The successful candidate will be able to teach Geography across all three key stages. The ability to teach another Humanities subject will also be advantageous. There is the opportunity for progression for the right candidate.

We hold a special place in our community, with pupil numbers increasing again year on year we are school of choice for many across the borough. I take great pride in the excellent opportunities we give to local children and know this view is shared by our parents and the students themselves. Following the hugely successful Academic results at both A Level and GCSE in Summer 2022, and achieving the best results in our history, we are looking for outstanding candidates to join our family as the school continues on it's journey to great things.

I firmly believe the distinct Haberdashers' Trust ethos gives those who work in our schools the competitive edge. Working closely with colleagues across our Trust will give you access to first class professional development opportunities in your role. Ours is a culture of enthusiasm for high performance plus continuous improvement; and one of teamwork and open communication. By working together, we are afforded a distinct advantage in what we are able to offer new staff to the Trust. The opportunity for you to advance your career here is first class.

Attracting and keeping the best talent is the most effective way to grow a successful school, which is particularly important for us now as we push our pupils to greater success to have a positive impact on our community and beyond.

I hope my determination to take the school to the next level is evident. I recognise that this is by no means easy and demands a relentless focus on standards and improvement to get there and stay there. The successful candidate will be someone who is genuinely up for the challenge. In return, we can promise an investment in you and your future, offering a competitive remuneration and benefits package, providing first class professional development and career opportunities. You will work alongside peers of the very highest calibre from across the Trust. We are working with children from all backgrounds, all ages and all abilities, raising expectations of them and working hard to prepare them for life beyond the school. This job offers you an opportunity to showcase your talent and demonstrate your capacity to make a real impact in education.

Kindest regards



Executive Principal  
Haberdashers' Crayford Academy



# 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](https://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 Crayford Academy 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](http://www.haberdashers.co.uk)

I recently started working for the Trust and have found the staff to be extremely friendly and helpful. I feel it is important to love where you work and feel proud to be part of the organisation and I certainly feel that at Haberdashers'.

It was clear from my first day that the main focus is to ensure a safe, happy and inspiring environment for the children to thrive in. Helping build a better future for our children is so important and I actually look forward to coming in each day and being part of their exciting journey.

Gina Smith, Capital Assets Project Manager  
Haberdashers' Academies Trust South

## Job Role



Job Title:	Teacher of Geography
Contract Length:	Fixed Term or Permanent
Contract Type:	Full time
Salary:	£29,971 - £45,819 (MPS/UPS)
School :	Haberdashers' Crayford Academy
Location:	Iron Mill Lane, Crayford
Accountable to:	Head of Geography

## About the role

We are looking to appoint an outstanding individual to become part of the Geography team and join us as we strive to provide as many opportunities and open as many doors for our students as possible.

You will be joining a collaborative and hard-working team who are incredibly passionate about their subject and as such continue to engage in subject specific professional development.

The Geography department currently teaches the EDEXCEL 9-1 specification at GCSE and at A-Level we continue to teach the EDEXCEL specification .

As part of the role you will be expected to:

- Have excellent subject knowledge.
- Be up to date on the current specifications and content.
- Engage in subject specific and exam board professional development.
- Support the Head of Geography in the delivery of the subjects academic programme, across all key stages.
- Share responsibility for teaching and learning, achievement and attainment within the department.
- Inspire departmental colleagues and all students who study in your curriculum area with a love for the subject, leading them to explore it and value it for their whole life.
- Contribute to the development and maintenance of whole school strategy, policies and ethos.
- Take an active role in our own professional development, by keeping up with developments in Geography teaching and actively discussing any external professional development opportunities with your line manager.

## 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 are fortunate to have our own teaching school, where a number of professional development programmes are co ordinated.

# Key responsibilities of the role

The Teacher of Geography will be responsible for their classes progress and jointly responsibly for the success of the Geography Department. They will report to and be line managed by the Head of Geography, within Haberdashers' Crayford Academy.

Role Responsibilities include:

- To actively contribute to the teaching of Geography (and where appropriate Humanities) across all age and ability ranges.
- To work within and contribute to established Federation, School and Departmental frameworks for:
  - Lesson planning, delivery and evaluation,
  - student behaviour and care,
  - student assessment.
- To remain informed of current developments in the subject area, to participate in INSET and to initiate change where appropriate.
- To assist in the creation and development of innovative, challenging schemes of work.
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy.
- To consistently plan and deliver good and outstanding lessons, ensuring that a variety of teaching resources are utilized.
- To set, mark and moderate internal examinations and tests as required.
- To demonstrate good knowledge of a wide range of teaching methods and to implement these in the classroom.
- To be fully committed to and actively contribute to the department enrichment activities programme.
- To provide accurate information for parents as directed by the school and to attend parents' evenings and other presentation meetings as directed.
- To contribute to departmental self-evaluation.
- To monitor the quality of teaching; based on evidence, self-evaluation and development, ensuring a consistent and continuous focus on achievement and aspiration.
- To maintain an organised and effective learning environment in the classroom and shared areas.
- To take responsibility for own professional development in discussion with your Head of Department.
- To carry out the roles and responsibility of a tutor as directed by the pastoral team.

## General Responsibilities include:

- Promote equal opportunities and inclusion, addressing immediately should this fall short in their school.
- Promote the single Federation ethos.
- Promote the school's commitment to the continued professional development of all staff.
- Undertake any duties as may reasonably be required by the Principal or CEO.
- Work within the school's framework with regard to Health and Safety.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- Report any Safeguarding concerns in accordance with Federation Safeguarding Policy



# Knowledge, skills and experience



## Education and Training

- Degree
- Teaching Qualification and Training

## Experience

- Experience of teaching KS3 Geography.
- Experience of teaching GCSE Geography- EDEXCEL Specification would be an advantage.
- Experience of teaching A-Level Geography- EDEXCEL Specification would be an advantage.
- Evidence of successful involvement in your curriculum area
- Use of performance data to track student progress and monitor achievement.
- Has strategies for raising attainment

## Knowledge and Skills

- Has knowledge of key historical events and time periods.
- Able to teach Geography to KS5
- Ability to inspire, demonstrate and support the highest of expectations for all
- Ability to motivate and inspire others; both colleagues and students
- Positive student behaviour management skills
- Excellent communication and interpersonal skills

## Personal qualities

- Is Passionate about Geography
- Is an effective communicator
- Leads by example with high professional standards
- Is resilient, energetic and enthusiastic
- Has a student focused commitment
- Is a team player, who is willing to collaborate



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

“ I believe in the value of working collaboratively with colleagues and partner schools to bring out the best in staff and students. The Trust consider the development of staff to be integral in its pursuit of excellence and I am supported and encouraged to grow within my role. ”

Kate Atwell, Vice Principal  
Haberdashers' Crayford Academy



## Recruitment process and additional recruitment information

**Closing date:** 16 September 2022, 12pm  
**Interview dates:** TBC. Candidates may be seen before closing date.  
**Start date:** September 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:

- Panel interview on various topics
- Written task or activity
- Classroom visits
- Classroom observation

### Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [crayfordhr@habstrustsouth.org.uk](mailto:crayfordhr@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:** 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' Crayford Academy

For an informal discussion about this post,  
more information or to arrange a visit,  
please contact: [crayfordHR@org.uk](mailto:crayfordHR@org.uk)

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