

Deputy Head (Pastoral)



Welcome from the Master



Thank you for your interest in becoming the next Deputy Head (Pastoral) at Haileybury. This is an outstanding opportunity to join a highly successful school which is moving forward with confidence and a real sense of purpose. Haileybury was last year chosen as the 'Boarding School of the Year' by TES and, in 2023, was announced as the UK's best fully co-educational IB school.

Haileybury is a dynamic, outward-looking and future oriented school. We want our pupils to leave school with the values, skills and credentials they will need to thrive. We want our provision to be 21st Century relevant. We have recently completed a world class STEM facility, which allows our pupils to take part in research projects no other UK school can offer, and only a handful of other schools around the world can provide. Our attention is now turning to our next set of ambitious ventures.

The Deputy Head (Pastoral) is responsible for the safeguarding and wellbeing of our pupils. They will play a central role in shaping Haileybury's strategic and operational pastoral priorities. Their priority will be ensuring that pupils feel supported, safe and happy in their day-to-day life. In addition, the Deputy Head (Pastoral) will be committed to supporting and promoting the wellbeing of staff within the warm, cohesive Haileybury community.

As a member of the Senior Leadership Team, they will work closely with senior leaders on whole-school operational and strategic matters. The successful applicant should be committed to aligning the academic, co-curricular and pastoral life of pupils at Haileybury, working particularly closely with the Deputy Master, and Deputy Heads (Academic and Co-curricular).

The Deputy Head (Pastoral) will need to be comfortable and confident when dealing with colleagues, parents, and pupils. Experience of working in a boarding school and a commitment to supporting the wider life of Haileybury will be essential. A high degree of emotional intelligence, and the ability to form outstanding relationships with pupils, staff, and the wider Haileybury community are paramount.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of each person's commitment to doing the very best they can for our school. If you feel excited by the prospect of being a member of a dynamic and successful team, then we would welcome your application.

Eugene du Toit

The School

Haileybury is a co-educational boarding and day school for pupils aged 11-18. There are currently over 900 pupils at the School. Demand for places and pupil numbers has increased dramatically in recent years.

The Haileybury of today enjoys an excellent worldwide and national reputation. This reputation is primarily based on the very high standard of education that is provided at the School. This was reflected in the report written by the ISI Inspection team who visited the School in October 2022. The report gives a clear picture of a progressive, ambitious school which offers its pupils the very best all-round education. A copy of the report can be viewed [here](#).

Haileybury is a dynamic, outward-looking and future-oriented school. It aims to provide high academic achievement, outstanding pastoral care and a rich and varied co-curricular programme; we want our pupils to leave school as confident, rounded and ambitious individuals. As a large, diverse community, the fundamental values of service, empathy and respect are essential. Pupil voice is important and there are many opportunities for pupils to express their opinions, including an active Pupil Senate. The team of teaching and operations staff are dedicated and highly professional.

Haileybury comprises a dedicated Lower School (Years 7 and 8), a Middle School for Years 9-11 and a Sixth Form of around 360 pupils. All senior pupils are boarders or day pupils in one of the 12 senior Houses. There is also a junior boarding House and a junior day House. The Houses are set within the extensive campus grounds, and most of the teachers are also accommodated within 5 minutes walk of the School. The sense of community at the School is especially strong.

Haileybury has a vibrant academic culture. Its curriculum model is distinct and in the Sixth Form pupils have the choice of following the International Baccalaureate Diploma Programme (IBDP) or A levels. The most popular UK university destinations include Oxbridge and the Russell Group; Haileybury's pupils also achieve places at top North American and European universities.

Haileybury has a strong international dimension with two partner schools operating in Kazakhstan, and one each in Bangladesh and Malta. Haileybury is the sponsor of Haileybury Turnford, a nearby academy, and enjoys a well-established partnership with the school.



The Role

Position: Deputy Head (Pastoral)

Reports to: The Master

Line Manages: Housemasters and Housemistresses
Designated Safeguarding Lead
Day-to-day management of the Chaplain (who ultimately reports to the Master)
Assistant Head (Pastoral)

Contract Type: Full-Time, Permanent

The role is supported by a shared pastoral administrator.



The Role

The Deputy Head (Pastoral) is an integral member of the Senior Leadership Team (SLT). They will lead the strategic development and operational delivery of the pastoral life of the School. They will work closely with the Safeguarding and House teams to ensure the highest standards of safeguarding and pastoral care.

Safeguarding and Child Protection

- Act as Deputy Designated Safeguarding Lead (DDSL) and support the DSL in all matters involving safeguarding and pupil welfare.
- Maintain a culture in the School which recognises that safeguarding and welfare of the pupils is paramount.
- Oversee the Safeguarding and Child Protection Policy, ensuring it is in line with KCSIE requirements, meets all inspection criteria, and reviewed annually (or as needed if there are in-year adjustments to statutory guidance).
- Ensure staff training is up to date, working with the DSL on INSET and external courses as required.
- Support staff members in dealing with any safeguarding or child protection concerns.

Pupil Welfare and Wellbeing

- Line manage Housemasters, Housemistresses and the Head of Lower School and support them and their teams in delivering outstanding pastoral care to pupils.
- Support and work closely with the Chaplain and the Health and Wellbeing team.
- Proactively engage with pupils, colleagues and parents in agreeing practical ways to support pupil wellbeing.
- Develop proactive pastoral care strategies that help mitigate emerging concerns and mitigate areas identified by analysis of trends.

Leadership

- Work closely with the Master on strategic planning and policy development.
- Chair the Pastoral Strategy Committee.
- Attend Education and Safeguarding Committee meetings and Council meetings as required.
- Lead and manage the pastoral team.
- Support the wellbeing of staff.
- Attend all SLT meetings.
- In collaboration with other members of SLT, share SLT duties across the week.
- Collaborate with leaders in the senior teams of Haileybury's international partners.
- Ensure consistent application of the Staff Code of Conduct.
- Attend and support school events such as concerts, sports fixtures and drama productions.



The Role (continued)

Inspection Readiness

- Work with the Deputy Master and Chief Financial and Operating Officer (CFOO) to ensure that the School meets all compliance and regulatory requirements, including the National Minimum Standards for Boarding Schools.
- Work with the CFOO on maintaining an ongoing compliance audit, and ensuring all required documents and data are correctly available to ISI, parents and Governors.
- Contribute to the creation, review and updating of all policies, with particular responsibility for any pastorally focused policies.



External Partnerships

- Establish positive links with council authorities and liaise with relevant parties as necessary.
- Liaise with local residents and community groups as appropriate on all matters of relevance to the School.
- Represent the School in liaising with other academic institutions and local community projects as needed.
- Foster strong relationships with feeder schools and UK and international partners.

Teaching and Academic Contribution

- Teaching commitments will be discussed at interview.



Person Specification

The Deputy Head (Pastoral) role often includes elements of the undefined. In addition to the specific tasks set out above, it requires an ability to think quickly, take the initiative, lead by example, and react dynamically.

The successful candidate will be:

- An energetic and inspiring leader who is robust and resilient and demonstrates clarity of thought.
- A strategic thinker with a clear personal vision for education, who knows from personal experience what excellence looks like.
- A natural and confident communicator.
- Able to work effectively as a member of the Senior Leadership Team, to show initiative, to have vision and the ability to inspire others.
- A person of high emotional intelligence; an empathetic leader who is generous but firm and possesses the softer interpersonal skills and a well-judged sense of humour.
- A leader who engages with pupils and can bring a modern approach to the School without losing important and valuable traditions.
- A strong analyst and problem-solver, combining a solution-focused, proactive and positive approach to change management. They will have the ability to see through complex strategies from concept to conclusion.
- An experienced and effective manager of change and a skilful delegator.

- A strong believer in the importance of equality, diversity and inclusion in a fully coeducational environment.
- Comfortable with and supportive of technology and technological advancement.
- Sympathetic to Christian values and a supporter of the Chapel.

Personal Attributes

- A true enjoyment of working with and being in the company of pupils.
- Pupil-centric with a strong commitment to the social and emotional development of the pupils, with a natural empathy and desire to prioritise their wellbeing.
- Personal integrity, selflessness, honesty, energy, stamina, enthusiasm, dedication and a sense of humour.
- A willingness to give generously of their time to support school events and activities.
- Approachable, highly visible and accessible, regarded by others as being at the centre of the Haileybury community.
- Excellent interpersonal and communication skills, showing diplomacy and sensitivity when necessary, and integrity at all times.
- A positive, 'can-do' attitude and high levels of resilience.
- A commitment to personal development and lifelong learning.
- Unwaveringly high standards and a desire to improve oneself and others.



Benefits

The salary for this position will be commensurate with the previous experience and qualifications of the applicant and will reflect the importance of the role. Accommodation will be provided, either on or near the school site, and requirements can be discussed at interview.

Other benefits include APTIS pension, private healthcare, and substantial fee remission. Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and tennis centre, and participate in the Cycle to Work scheme. Staff are also provided with lunch, and other meals as needed, within our magnificent dining hall.

Professional development and learning sit at the heart of the School, and the successful post-holder will be joining a vibrant intellectual community.

Our staff body is collegiate and supportive. The Common Room is welcoming and staff wellbeing is prioritised. The School has a full-time Health and Wellbeing Centre and Chaplain.



Application Process

To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it to teacherrecruitment@haileybury.com by midday on **Monday 24 March 2025**.

Longlist interviews will take place on Zoom on the afternoon of **Tuesday 25 March**, with shortlist interviews being held in person at Haileybury on **Thursday 27 March**. Applicants are asked to make sure that they are available on these dates.

For further information, please visit our website [here](#).

Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

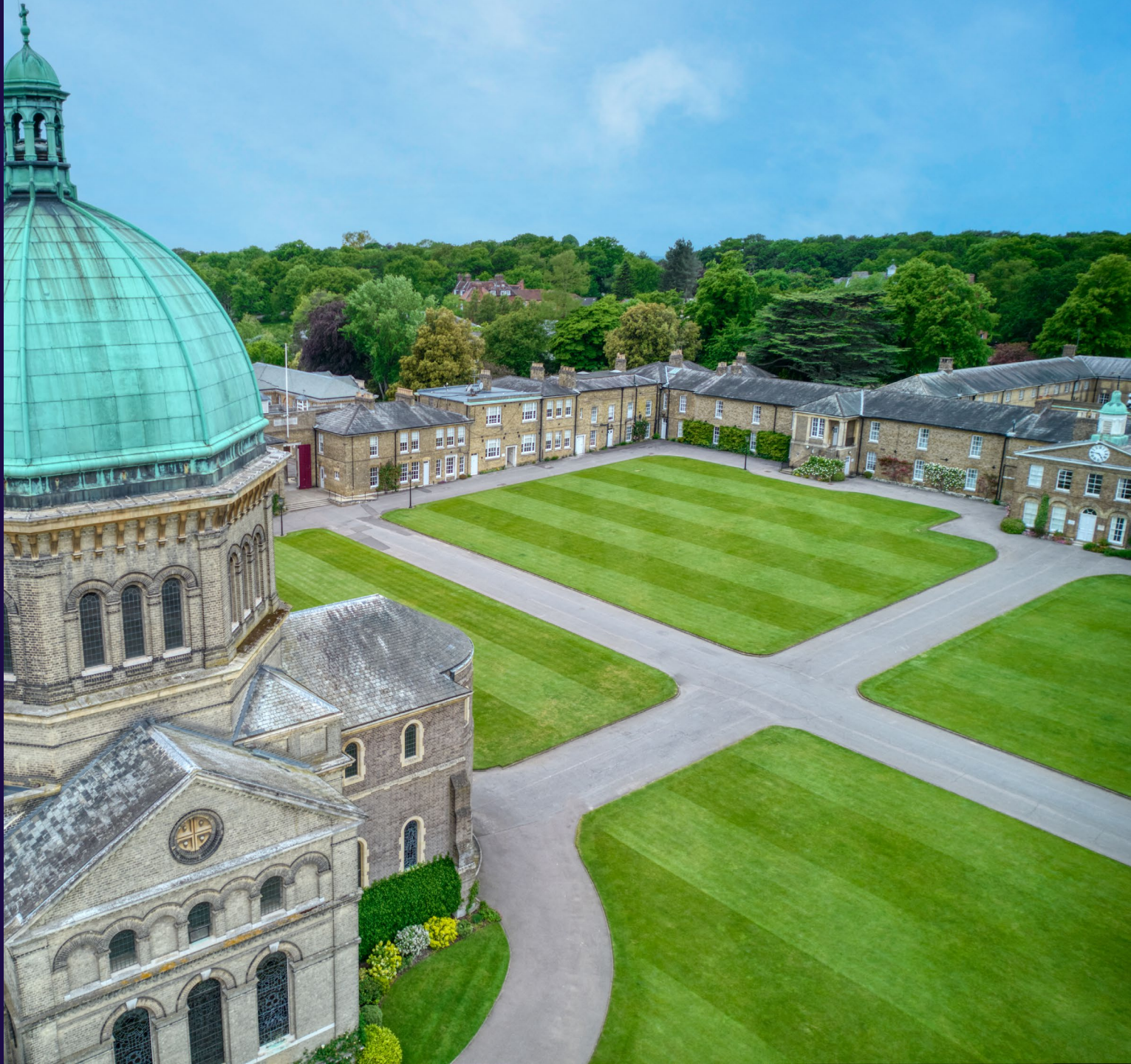
The School reserves the right to make an appointment before the closing date; candidates are therefore encouraged to apply as soon as possible.

The School has a diverse pupil body and is committed to its strategy of equal opportunity, diversity and inclusion. We encourage applications from candidates with a wide range of backgrounds to enrich our collective knowledge and experience. Appointments will be made on merit.

Please see full details of our [Privacy Notice for Staff](#) and [Recruitment Policy](#).

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.





Haileybury

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