

Candidate Brief

Head of Wellbeing (PSHE)

(September 2023)



Haileybury

Founded in 1862, Haileybury is a school that is rooted in history and tradition. It is one of the leading co-educational boarding and day schools in the country and highly respected internationally. Haileybury is an innovative, progressive institution that seeks to provide the best possible education for all of our girls and boys. The international dimension of our school is important; we are a diverse community that is welcoming and inclusive.

The **academic provision** at Haileybury seeks to develop learners who are academically ambitious, intellectually curious, imaginative and independent. We want our pupils to acquire the skills, knowledge and understanding that they will need to make the world a better place, and the sense of responsibility and compassion required to do so. We believe in offering our pupils flexibility and choice; they are encouraged to follow their personalised pathways, academic and otherwise. We value the strength of our community and we prioritise the pastoral care and wellbeing of pupils and staff.

The outstanding **co-curricular** offering at Haileybury provides breadth in terms of opportunity, and depth in terms of specialist provision. By supporting our pupils through challenging experiences in the co-curriculum, we believe that our pupils develop character, confidence and a sense of identity. We want our pupils to enjoy their co-curricular experiences and to find fulfilment from developing new skills and achieving goals.

Haileybury is **hugely ambitious** and it is an exciting time to join; in September 2023 we will open our sector-leading SciTech centre, including research laboratories as part of

our collaboration with Stanford University. As part of our masterplanning process, we are considering our next major capital projects which include a new theatre and a cricket centre.

In our recent [ISI Inspection](#), Haileybury was rated excellent in all areas. Inspectors described pupils as “happy learners who appreciate the value of the broad education they receive and who enjoy the process of learning”.

We place **great emphasis** on playing our part in the wider community. We are the single sponsor of our academy school, Haileybury Turnford. Likewise, we are partner to two Haileybury schools in Kazakhstan, with two new partner schools due to open in Bangladesh and one in Malta in the next two years. All of these partnerships are very important to us.

Haileybury is a **vibrant, progressive and forward-looking school**. We put the interests of our pupils first; we place great emphasis on the importance of improvement and on teamwork. The atmosphere around the School is distinct, it is a very happy place as you will hopefully find when you visit.



The Role

We are delighted that you are considering joining our team at Haileybury. The Head of Wellbeing role is a critical one, which not only oversees the design and delivery of the academic curriculum but also ensures that what the pupils are learning in the classroom is supported across the School. As head of department, the Head of Wellbeing will need to lead and inspire their team and provide an innovative and exciting programme to engage pupils across all age groups.

A willingness to contribute to the extensive and enriching co-curricular life of a 24/7 boarding school will be expected, as well as being a tutor within one of our 12 boarding houses or our dedicated Lower School (years 7 and 8). This is a full time teaching post.

We have recently invested in a dedicated Wellbeing Centre for our pupils and staff, and are justifiably proud of our professional development for teaching staff covering all aspects of leadership, pastoral care, wellbeing and career progression.

Job Description

These responsibilities are not intended to be exhaustive and the job description may be amended according to the needs of the School.

Academic

The Head of Wellbeing will:

- Lead the academic Wellbeing department, as Head of Department, designing and resourcing an innovative and comprehensive programme of PSHE /RSE education for all year groups.
- Ensure that our Wellbeing curriculum is compliant with national requirements, including ISI regulatory requirements.
- Develop a programme of external speakers to complement the classroom teaching.
- Engage and support parents in our Wellbeing education programme, so that they can support their children and work in partnership with the School.
- Ensure that Wellbeing Teachers are well trained and equipped to deliver up-to-date, research-based lessons.
- Sit on the HoDs committee and contribute to wider teaching and learning conversations and strategies.
- Ensure that the school's strategic focus on Oracy is incorporated into our wellbeing provision, explicitly recognising the positive impact this can have on pupil mental health and resilience.
- Work with the Heads of Departments to ensure our wider curriculum is inclusive and has a positive impact on pupil wellbeing, including cross-curricular collaboration and understanding where there is overlap of topics and subject content.
- Promote good study skills and work habits to support the work of the academic team and departments.
- Liaise with colleagues responsible for Futures (careers) work to ensure consistent and complementary delivery within and without the classroom.

Pastoral

The Head of Wellbeing will:

- Work with the Assistant Head (Academic) to ensure a coherence between the academic programme, tutoring and assemblies.
- Work with the Assistant Head (Pastoral) to ensure collaboration with the HMs and boarding teams to support the wider Wellbeing programme.
- Liaise with the Head of Equality, Diversity and Inclusion, and the D&I coordinator, to promote and celebrate the diversity of the pupil body at Haileybury.
- Work with our Wellbeing Centre team to ensure coherence between the academic programme and wider provision.

Additionally, the Head of Wellbeing will:

- Work with the Deputy Head (Pastoral) to devise an overall strategy including an annual Wellbeing development plan, with the aim of making Haileybury a leader among Independent Schools.
- Support the Wellbeing tracking systems in place and work with the Assistant Head (Pastoral) to respond to concerns or patterns raised.

- Work with the Assistant Head (Professional Development) and Assistant Head (Pastoral) to develop a programme of staff CPD that complements the work of the Wellbeing Curriculum and Team, and facilitates outstanding pastoral care.
- Undertake relevant training to support their role and ensure appropriate training for the Wellbeing teaching team.
- Sit on the Online Safety Committee and ensure appropriate Digital Safety Education in the Wellbeing Curriculum.
- Attend meetings of the Pastoral Strategy Group to help ensure a coherent approach to Wellbeing and Pastoral care.
- Attend Full HM (House Master and Mistress) meetings once a half term.
- Report to the Safeguarding and Wellbeing Committee of the Governing Body on an annual basis.
- Manage the PSHE budget effectively.
- Be a champion for positive mental health and actively promote emotional wellbeing across the whole-school community.
- Develop links with our partner schools (e.g. Haileybury Kazakhstan and Haileybury Turnford); as well as sharing best practice with other, similar schools.
- Be Level 2 Safeguarding trained and ensure that where pupils have specific needs, or concerns these are known and shared as appropriate with Wellbeing teachers ahead of sensitive topics.

Development and Support

Professional development and learning sit at the heart of our school, and the successful post-holder will be joining a vibrant intellectual community. They will receive bespoke, individualised support from their line manager who will support them both professionally and personally during their time at the School. This mentor will provide support and feedback on the post-holder's teaching through regular coaching sessions and will support and advise them with regard to professional learning and development across all aspects of their career.

The Common Room is welcoming and staff wellbeing is prioritised. The School has a full-time Health Centre as well as a resident Chaplain.

Diversity and Inclusion

Haileybury is an equal opportunities employer and is committed to treating all employees and applicants equally irrespective of any protected characteristic.

The School is committed to its strategy of diversity and inclusion and encourages applications from staff with diverse backgrounds. In this way, the School wishes to enrich the collective knowledge and experience of its staff body with a broad range of lived experience. Staff are encouraged to contribute their ideas and experience in order to help shape a curriculum that explores a range of perspectives, and meets the needs of our diverse pupil body.



Travelling to Haileybury

Air

London Heathrow (50 minutes by car), London Stansted (30 minutes by car) and London Luton (40 minutes by car) airports are within easy reach of Haileybury. London Gatwick Airport (75 minutes by car) is only slightly further away. All are served by rail links to central London.

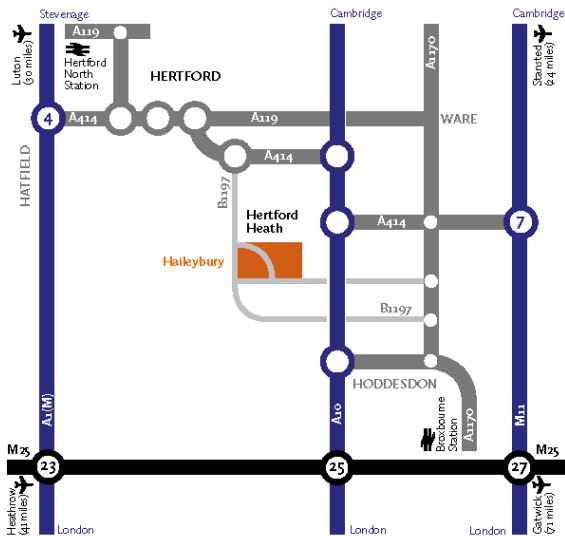
Rail

There are two main line railway stations close to Haileybury. Hertford North to London (Moorgate or King's Cross) is a 40-minute journey. Broxbourne to London (Liverpool Street) is 35 minutes. Hertford North is a five minute car ride from Haileybury and Broxbourne is 10 minutes away.

Road

Haileybury is conveniently located close to the A10 and easily accessible via the M25, A1(M), M11 and A414.

- From the South East: Leave the M25 at junction 25 to join the A10 north (Cambridge), exiting the A10 at Hoddesdon.
- From the South West: Leave the M25 at junction 21a to join the A405, then the A414 to Hatfield and on to Hertford. The B1197 leads to Hertford Heath village.
- From the North: Leave the A1(M) at junction 4 for the A414 to Hertford, or leave the M1 at junction 7 (St Albans) for the A414 to Hertford.
- From the East: Via the M11 leave at junction 7 (Harlow) for the A414 to Hertford.



HaileyburyUK



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