



Chaplain



Tes Schools Awards 2024

Winner

Boarding School of the Year
Haileybury



#TesAwards



Haileybury

Haileybury is a leading co-educational independent boarding and day school in Hertfordshire with around 900 pupils, aged 11 to 18. Founded in 1862, Haileybury is a school that values its history and traditions, but which is innovative and progressive.

Haileybury has an outstanding reputation in the UK and internationally and was judged “*excellent in all areas*” by ISI in October 2022.

We are thrilled that Haileybury has been awarded the prestigious title of Boarding School of the Year 2024 by Tes.

The School

Situated on a beautiful 500-acre estate within easy travelling distance from London, Cambridge and various international airports, Haileybury offers a world of opportunity for pupils within a happy and purposeful community.

Haileybury is an **academically selective** school that creates learners who are ambitious, intellectually curious, imaginative and collaborative. Inspectors described pupils as “happy learners who appreciate the value of the broad education they receive and who enjoy the process of learning”.

We have a comprehensive system of **pastoral care and wellbeing**. Our House structure is led by an outstanding wellbeing team and Haileybury has an onsite Health and Wellbeing Centre including a Counselling Service available to pupils and staff.

The **extensive co-curricular offering** at Haileybury provides a breadth of opportunity, and depth in terms of specialist provision. Pupils enjoy both individual and team successes at national and international level in sport, as well as achieving national awards in the performing arts. Through experiencing the co-curricular programme our pupils develop character, resilience and self-confidence.

Haileybury is **ambitious and thought leading**. For example, our new state-of-the-art SciTech Project includes laboratories that will house our research collaboration with professors from Stanford University allowing pupils to take part in real-life scientific endeavour.

We place great emphasis on playing our part in **the wider community**. A number of community outreach programmes support the School’s central value of service to others.

Haileybury has a strong **international dimension**, with two partner schools well established in Kazakhstan, a school recently opened in Malta and further schools due to open in Bangladesh and South Korea. Haileybury also proudly sponsors our academy partner, Haileybury Turnford, in the UK.

Our goal is for pupils to leave Haileybury with **a passion for learning, a strong sense of their own identity and respect for others**.



The Chapel context

Haileybury is fortunate to have the magnificent Chapel at its centre, designed to be large enough to hold triumphant gatherings of over 700 staff and pupils.

Designed by Sir Arthur Blomfield, Chapel dominates life at Haileybury, both architecturally and spiritually.

Completed in 1877 and modified in the 1930s, it is a wonderful building designed to support entire school services yet equally capable of hosting intimate blessings and baptisms.

In addition to running Chapel, the Chaplain also offers pastoral care to pupils, teaching staff, and operations staff, regardless of their faith commitments or lack thereof and can be contacted at any time and for any matter: spiritual, personal, or otherwise.

The rhythm of our communal life is sustained by daily services each morning, which allow each person the space to listen to readings, sing, pray, and reflect on topics and themes relevant to all members of the School community. Additionally, we host baptisms, confirmations, weddings, funerals, and memorial services for the wider Haileybury community. The Chapel is both a sacred space set aside for worship, as well as a place of quiet reflection for every Haileyburian.

The basic weekly pattern of services during term time are as follows:

- ◆ Sunday 9.30 am Holy Communion / Five Sundays each year 10.30 am Whole School Services
- ◆ Tuesday to Friday 8.30 am Chapel
- ◆ Wednesday 8.45 pm Compline
- ◆ Daily Eucharist/Morning Prayer
 - Regular celebration of seasons and festivals such as Advent, Epiphany, Ash Wednesday, Lent and All Souls' Day
 - Christmas and Easter Services (outside term time)

The Role

The role of the Chaplain is central to the life of the School in promoting the spiritual and emotional development of students and staff. The Chaplain works closely with the Master and Senior Leadership Team to deliver effective pastoral support and build positive relationships with the whole Haileybury community based on responsible moral attitudes, respect, kindness and trust.

The Chaplain will report directly to the Master, but will work closely with the pastoral team under the Deputy Head (Pastoral) on day-to-day matters relating to the Chaplaincy.

Though the following is not exhaustive, the Chaplain will:

Spiritual

- ◆ Promote the Christian ethos of the School, and embed Christian values.
- ◆ Conduct daily Chapel worship and coordinate the involvement of pupils and staff.
- ◆ Prepare and conduct formal acts of worship and special services, including but not limited to Carol Services, Confirmation Services, Remembrance Sunday, and the Leavers' Service.
- ◆ Prepare candidates for Confirmation.
- ◆ Working with colleagues, support pupils in their understanding and development of the Christian faith.
- ◆ Foreground sacramental life, in particular the Eucharist, within the school.
- ◆ Make provisions for the needs of students from different faith groups.
- ◆ Invite inspiring preachers for the Half Termly School Services.
- ◆ Support the School in his/her private prayer life.
- ◆ Willing to support the ministry of St John's, Great Amwell, of which the School is a Patron.
- ◆ Liaise with local schools and outside organisations, including local prep schools, to offer and administer links and use of the Chapel in line with the School's charitable status.
- ◆ Manage Assistant or Lay Chaplains as required.

Chapel Music

- ◆ Have a developed awareness, and instinctual appreciation, of the School's strong tradition of sacred music.
- ◆ Work closely with the Director of Music and College Organist, for the provision of an appropriate and ambitious liturgical music programme, principally through In Weekend Chapel Services and weekly services of Compline.



The Role

Teaching

A willingness to teach T&P or another academic subject would be an advantage for a suitably qualified candidate. The School may offer the opportunity to gain qualified teacher status.

- ◆ Promote the School's values and encourage pupils to think deeply about the world around them and to develop their own views during their time at the School.
- ◆ Promote the general progress and well-being of pupils to ensure the best possible academic outcome.
- ◆ Attend INSET and other opportunities for training and participate in the School's professional development programme.
- ◆ Share responsibility for all pupils within the School in liaison with appropriate Heads of Department, House teams and senior managers.
- ◆ Maintain good order and discipline among the pupils and safeguard their health and safety both when they are on the School premises and when they are engaged in School activities elsewhere.

Pastoral

- ◆ Support all members of the School's community, notably but not exclusively at times of pastoral or spiritual need, and liaise where necessary with House teams, the counselling service and other staff.
- ◆ Extend similar care to former pupils, their parents, former staff and the wider Haileybury community.
- ◆ Be available for duties in the boarding houses when required and ensure a regular pattern of visits to the houses to get to know staff and pupils.
- ◆ Support and engage with pupils and colleagues by attendance at School plays, concerts, sports matches and House events.



Personal Attributes

The successful candidate will be an Anglican priest who has been in Holy Orders for at least three years. They must be an excellent communicator with the ability to support pupils from a range of faith backgrounds, and offer a creative and joyful approach to Christian worship, working in line with the Christian foundation of the School. Our new Chaplain will enjoy engaging with the faith, doubts and scepticism of intelligent young people and colleagues and possess the theological literacy to do so.

The successful candidate will be:

- ◆ A gifted preacher with the ability to articulate the spiritual ethos of the School.
- ◆ Open, warm and friendly.
- ◆ Able to work on own initiative.
- ◆ Understanding of issues of confidentiality and be able to demonstrate tact and empathy in sensitive situations.
- ◆ A good communicator with excellent interpersonal skills at all levels with pupils, staff and parents.
- ◆ Able to build, develop and maintain professional relationships.
- ◆ Able to work in a way that promotes the safeguarding, welfare and safety of children and young people.

Experience of working in a school or other educational institute is desirable but not essential.



Benefits

The salary for this position will be commensurate with the previous experience and qualifications of the applicant and reflecting the importance of the role.

Accommodation will be provided and requirements can be discussed at interview.

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 as well as, counselling service.

Other benefits include pension, private healthcare, and substantial fee remission for Teaching staff. Staff have access to the School's facilities including fitness suite, swimming pool, and tennis centre.

Application Process

Applications must be submitted via our application form together with a covering letter explaining your interest in this role.

If shortlisted, you will be invited for a first-round interview.

To apply for this position, please complete the application form in full, with reference to the job description and return it to teacherrecruitment@haileybury.com by **Monday 13 January 2025** at **12 noon**.

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

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Equality, 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. Staff are encouraged to contribute their ideas in order to help shape a curriculum that explores a range of perspectives, and meets the needs of our diverse pupil body.

N.B. Safer recruitment checks will be made at all stages in the recruitment process.

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