



Haileybury

Deputy Master (Senior Deputy Head)

September 2025

Candidate Information



Welcome



Thank you for your interest in becoming the next Deputy Master of Haileybury. The successful candidate will be joining a 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 move onto the next chapter in their lives 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 state-of-the-art 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 Master will play a central role in shaping Haileybury's strategic and operational priorities. They will need to be comfortable and confident when dealing with Governors, parents, alumni and local and international partners. A high degree of emotional intelligence and the ability to form outstanding relationships with pupils and staff are paramount.

The Deputy Master is responsible for the successful day-to-day management of Haileybury. They will work closely with the Executive and wider Senior Leadership Team to ensure that the academic, pastoral and co-curricular provision for our pupils is outstanding. In addition, they will support the Chief Operating Officer in delivering seamless integration between operational, commercial and educational functions.

I will rely on the Deputy Master to lead the School in my absence. Whether visiting existing international partners or expanding our family of schools in different parts of the world, meeting alumni in the UK or overseas, or dealing with any other outward-facing responsibilities, the Deputy Master will be the person I will call for an update on school matters.

We are ambitious, and we pursue excellence, but Haileybury's success is built on our individual and collective commitment to doing the very best we 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 Master





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, and demand for places has increased dramatically in recent years.

Haileybury enjoys an excellent national and international reputation, and our most recent ISI Inspection 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 empathy, inclusivity, respect and service 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) and a Senior School, which includes a large 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, where the Master and most of the teachers are also accommodated. The sense of community at the School is especially strong.

The School 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.

Success in the classroom is matched by impressive achievements across our extensive co-curricular programme. Music and drama are thriving, and the CCF and Duke of Edinburgh Award Scheme are both popular. Sport is strong, and we are currently national champions in girls' indoor hockey and rackets; we have national representatives in rugby, hockey and lacrosse.

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

The Deputy Master is a pivotal member of the Executive and wider Senior Leadership Team (SLT), deputising for the Master and contributing to the strategic and operational management of the School. The Deputy Master works to ensure that Haileybury delivers on its commitment to provide academic, pastoral care, and co-curricular excellence while fostering a cohesive, welcoming and inclusive community.

Strategic Leadership

- Deputise for the Master as needed, including chairing SLT and other school-wide meetings and events.
- Work closely with the Master on strategic planning and policy development.
- Represent the School as required at local, national, and international events, including admissions fairs, conferences, and with partner schools.
- Oversee key projects, including the School's Master Plan and other strategic initiatives as required.
- Attend all Council and Governor sub-committee meetings as required.

Operational Management

- Manage the day-to-day operations of the School, ensuring seamless coordination across academic, pastoral, co-curricular and operational functions.
- Lead the School's approach to crisis management.
- Chair the Calendar Committee, ensuring the effective planning and coordination of term dates, school events, and notices.
- Oversee effective communication with staff, pupils and parents.

- Oversee critical school events, including Speech Day, the Leavers' Ball, and the beginning and end-of-term activities.
- Support the work of the Chief Operating Officer and their team with regard to campus safety and the provision of outstanding pupil experience.

Staff Leadership and Development

- Support the recruitment, probation, professional development and appraisal of staff, chairing committees and liaising with other key staff as necessary.
- Manage staffing issues and disciplinary processes as appropriate, liaising as necessary with the SLT and the Common Room.
- Allocate staff accommodation and oversee absence management in collaboration with relevant team members.
- Conduct exit interviews for staff and present findings to SLT for consideration.

Pupil Welfare and Conduct

- Oversee the College Prefect selection process and manage the Senate.
- Act as Deputy Designated Safeguarding Lead (DDSL) and support initiatives related to pupil welfare and discipline.
- Ensure consistent application of the Code of Conduct, including appearance and uniform standards.
- Maintain oversight of boarding House occupancy and overall student numbers in collaboration with the Pastoral and Admissions team.
- Assist the Master in any matter of pupil discipline as necessary.
- Monitor attendance, off-games lists, absence and registration.





Admissions and Marketing

- Chair the Admissions Committee and oversee pupil allocation to Houses and house move requests.
- Collaborate with the Director of Admissions & Marketing to enhance the School's public profile and admissions strategies.

Inspection Readiness

- Take the lead in ensuring the School meets all compliance and regulatory requirements, including the National Minimum Standards for Boarding Schools, including:
 - contributing to the creation, review and updating of all policies;
 - leading on the creation of the School's self-evaluation document;
 - leading on annual NMS and compliance reviews;
 - working with the COO on maintaining an ongoing compliance audit and ensuring all required documents and data are correctly available to ISI, parents and Governors.

External Partnerships

- Liaise with the local Police, Operations team and COO over security issues.
- Liaise with local residents and community groups as appropriate on all matters of relevance to the College.
- Represent the School in liaising with other academic institutions and local community projects.
- Foster strong relationships with feeder schools and UK and international partners.

Teaching and Academic Contribution

- Teach 4–5 periods weekly, demonstrating excellence in classroom practice and engaging directly with pupils.
- Attend Academic Steering Group/HODs meetings as desired.

Person Specification

The Deputy Master 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 in all areas of school life.

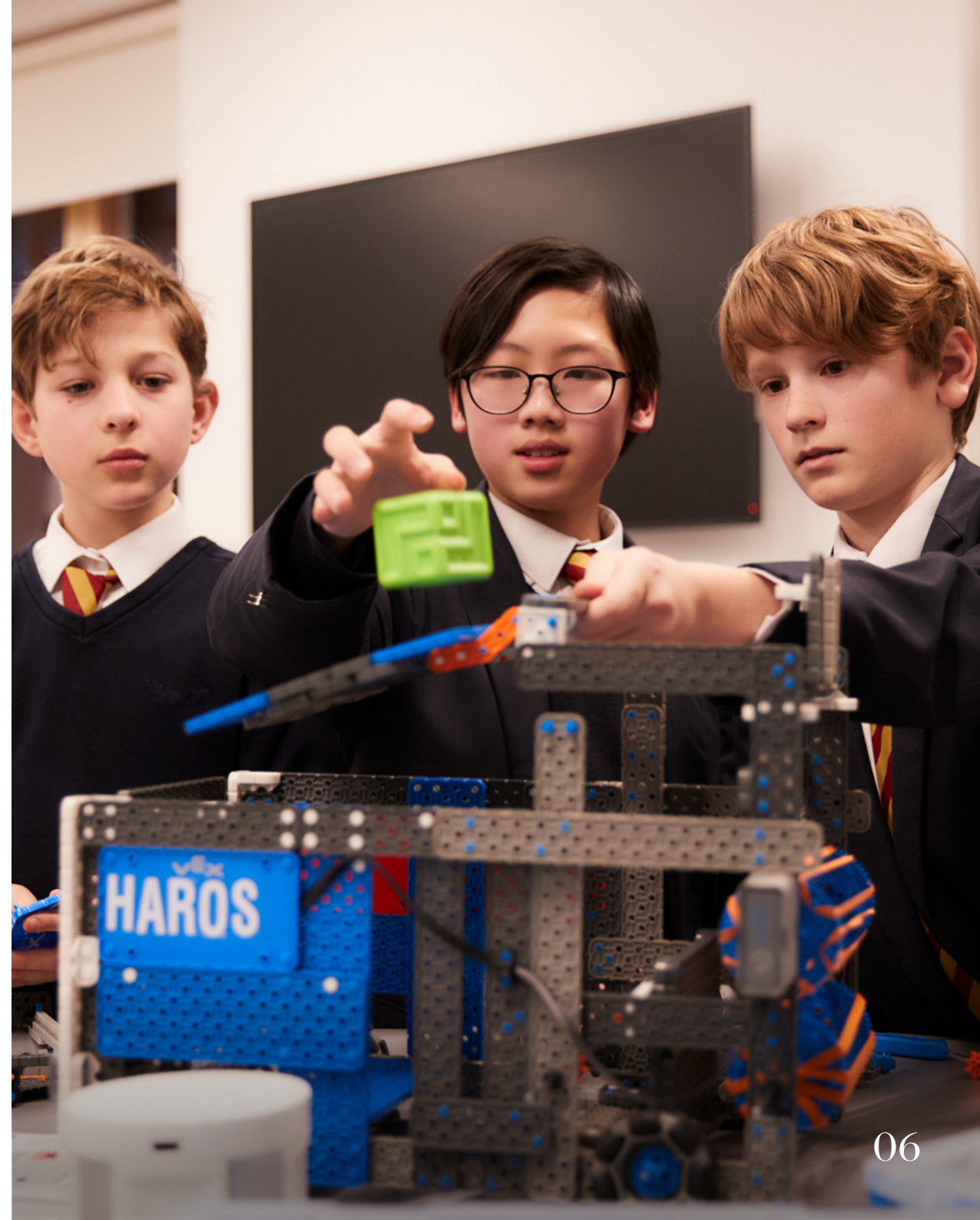
The successful candidate will be:

- An energetic and inspiring leader who is robust and resilient and demonstrates clarity of thought.
- Committed to delivering boarding and day co-education of the highest quality with outstanding academic, co-curricular and pastoral provision.
- 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 Executive and wider Senior Leadership Team and to show initiative and the ability to inspire others.
- Confident in managing a strong Common Room and will have the appropriate academic pedigree and credentials.
- 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.
- Supportive of Christian values and of the Chapel as part of school life.

- 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 and will help to drive the EDI agenda at Haileybury.
- Comfortable with and supportive of technology and technological advancement.
- An effective and successful marketer who will attract prospective parents and pupils and establish good relations with our feeder schools.
- Financially literate and commercially aware, recognising the importance of developing alternative income streams for the School.
- Committed to sustainability and supportive of the School's drive towards net zero.

Personal Attributes

- A true enjoyment of working with and being in the company of pupils.
- 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.
- 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, 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 and Counselling Service.

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

Application Process

The search for the new Deputy Master is being led by RSAcademics Ltd.

Interested candidates are invited to contact RSAcademics to arrange a confidential discussion with one of the consultants handling the appointment:

- Michael Stephens, Head of Senior Schools Search: michaelstephens@rsacademics.com
- Helen Flower, Search Consultant: helenflower@rsacademics.com
- Michael Spens, Senior Advisor: michaelspens@rsacademics.com

Applications should be made electronically to RSAcademics. To submit your application, please upload your documents according to the instructions on the [RSAcademics website](#).

You should submit the following (both in PDF format):

- A completed application form (available alongside this candidate information on the [RSAcademics website](#)).
- A covering letter addressed to Mr Eugene du Toit, The Master of Haileybury. The letter should explain your reasons for applying.

Closing date: 10.00am UK time on Thursday 6 February 2025.

If you have any questions about uploading your application documents, please contact Jonathan Barnes, Head of Operations (Leadership Appointments), at applications@rsacademics.com. Jonathan can also be reached by calling our Head Office on +44 (0)1858 383163.

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact RSAcademics by telephone.
- Preliminary interviews will take place with RSAcademics via Teams during the week commencing Monday 10 February 2025.
- Dates for the longlist and shortlist interviews with the School's Selection Panel will be confirmed in due course.

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

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 is committed to diversity and inclusion and welcomes applications from staff from all backgrounds.



Founded in 2001 by Russell Speirs, RSAcademics has advised and supported over 700 schools and educational organisations in the UK and worldwide. Through our working partnerships with heads, leadership teams, boards, staff and parents, we specialise in supporting schools in five main areas: strategy, marketing and research; equality, diversity and inclusion; operational improvement; leadership and governance and philanthropy. We enable schools worldwide to thrive by finding and developing senior leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people. We exist entirely to serve schools because we believe that the world needs thriving schools. RSAcademics is committed to promoting diversity and inclusion in schools.

Please visit www.rsacademics.com for more information.



Because the world needs schools to **thrive**