



Haileybury Malta

Appointment of The Head

January 2021





Table of Contents

Academic Programmes	8
Target Market and Future Boarding	10
Educational Structure	12
Governance	14
Haileybury UK	15
Support from Haileybury	16
The Role of the Head - Haileybury Malta	18
The Person	28



Malta has the population and rapid economic growth to support the foundation of a international school: indeed, the timing is perfect for such a project with the Maltese Government identifying that a shortfall exists in the provision for student places in international schools and that this is a situation that must be addressed.

A great deal of interest exists in Malta for students to follow an International (British) education, following examination structures leading to the Diploma for the International Baccalaureate. Through its relationship with Haileybury the school will receive support from a distinguished board of Governors and benefit from the experience which is normally only accrued after being established for many years. Haileybury Malta will have international credibility and an excellent reputation as from its initial launch. The effects of this should not be underestimated in that students applying to UK and other European and American Universities will do so in the knowledge that a well-recognized academic institution is supporting them. This link to a prestigious British school would be advantageous to International as well as Maltese students and their families in seeking the very best university places abroad.

The site of this new school will be approximately 28,000 square meters and will cater for children from kindergarten level, through to the end of senior school. The size of the school will be designed to have an initial student population of about 300 students but will expand to 800. The school will be designed with all the latest technological developments in place, such as specialist science, language, and IT facilities. Haileybury Malta will also benefit of an indoor pool and sports hall/gymnasium. Provision of boarding accommodation for students in the beginning of the fourth year of operation will be included, close to the site to meet the need for residential provision for the children of diplomats, and those working for multinational companies.

The school will have a strong cultural ethos with all students being given the opportunity to learn a musical instrument and being encouraged to join the school orchestra. There will be regular drama productions, debating and other academic societies.

The school will require all students to wear a school uniform and follow the House and tutorial system that will no doubt reflect the links between us our parent school in the UK. Teachers will be employed primarily from countries where English is the mother tongue (for example Australia, New Zealand, South Africa, Canada, Ireland, Malta as well as the UK).

This is a project that will be significant to Malta and clearly offers long-term benefits to the immediate area and the town.





Academic Programmes



It is intended that Haileybury Malta will follow a wholly British Curriculum up until the 6th form, following the guidelines of the various 'Key Stage' initiatives, including a full primary school curriculum. In the 6th form it is intended to follow the International Baccalaureate Diploma Programme once the school has been accredited for this. Haileybury UK will support the Maltese school at all points of the implementation of the project and especially with the accreditation process. The IB Programme will allow our international student community greater flexibility in their choice of university and the country in which they wish to study in addition to the fact that this more broadly based curriculum and examination structure is clearly the way forward in the future.

English will be the main language throughout the school while individual students having difficulties can be supported personally in class and all students will have the opportunity to have extra English lessons with TEFL support.



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Target Market and Future Boarding

Our market will include expats living in Malta as well as Maltese nationals. There are a huge number of multinational companies located in and interested in moving to Malta and this school will be attractive to the ex-pat community seeking a British international option in the country.

Although the school will initially be a day school we will react to the market for boarding when there is a clear demand and plan to incorporate this in year four of operation. We have an outline design of our boarding house for future use and we see this as a potentially exciting development.

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Educational Structure



The Educational structure of the school will be based on an application to the International Baccalaureate Organisation (IBO) to become an IBO school. This Accreditation can take up to 3 years from the time of application and will be dependent upon the facilities available in the school building, the quality of fit out, equipment, resources, planning, training and staffing.

Depending on the oldest age group the school will cater for from the first year (up to and including UK Year 8) we will need to follow the English National Curriculum to begin with (whilst waiting for IB Accreditation) starting with the Early Years Foundation Stage programme in the Kindergarten, Key Stage 1 & 2 in the Primary School and the first two years of Key Stage 3 in Years 7 & 8.

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Governance

Haileybury Malta will have a Governing Body made up of 10 Governors, five from Malta with a range of backgrounds and expertise and five from the Haileybury UK who will offer the essential guidance in supporting the Educational structure and development of the school. This Governing Body will meet at least three times per year mostly in Malta but perhaps once a year at the partner school in the UK depending upon requirements.





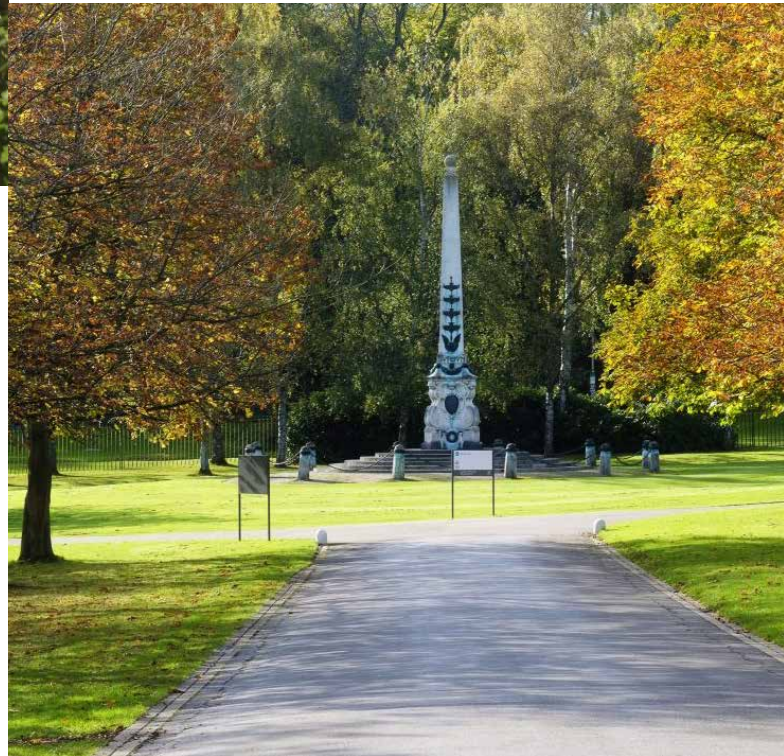
Haileybury sees its future as part of an internationally expanding group of schools, where Haileyburians are members of its global family for life.

Haileybury UK

Haileybury is a successful traditional British independent co-educational school. It is situated on a historic 500-acre campus, 20 miles north of London and offers contemporary style boarding and day places for eight hundred pupils aged between eleven and eighteen years old.

The international alumni network and three sister schools in Kazakhstan and Cairo form part of the global Haileybury family. Haileybury sees its future as part of an internationally expanding group of schools, where Haileyburians are members of its global family for life.

Haileybury offers a dedicated Lower School, a wide range of General Certificate of Secondary Education ("GCSE"), and the choice of the International Baccalaureate ("IB") Diploma or A Levels in Sixth Form.



Haileybury is a top IB Diploma school, rated 6th highest co-educational boarding school in the UK for IB results in the Sunday Times Independent Schools League Table.

A key part of Haileybury's philosophy is about empowering each child to follow their passion and to build their self-confidence. In this regard, Haileybury provides an enormous range of co-curricular opportunities, spanning from music and drama to sport and physical activities. Haileybury also provides a variety of clubs and societies to cater for all interests.



Support from
Haileybury



The school will receive strong academic support from Haileybury in the form of attracting high quality teachers, with guidance for syllabus development and instilling traditions and high standards from the very beginning. Therefore, the School would receive international credibility and an excellent reputation from its initial launch. Thus, this link to a prestigious British school would be advantageous to international as well as Maltese students and their families in seeking the very best Universities.

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The Role of the Head

Haileybury Malta

Core Purpose – The role of the Head is to provide vision, leadership and direction for the School. The Head will have overall responsibility for the management of the School, leading the Senior Management Team and working with the Governors to meet their strategic aims.





Key Responsibilities

Strategic Direction

- Work with the Governors to develop a clear vision and strategic plan for the future of the School.
- Keep the strategic plan under constant review, translating it into clear and measurable targets for implementation and monitoring by the Governors (including the use of key performance indicators as relevant).
- Secure the commitment of key stakeholders to the strategic vision and overall direction of the School, including staff, parents, alumni and the wider community.
- Ensure that the ethos and values of the School are sustained and that excellent relationships with staff, pupils and parents are an ongoing priority.
- Be aware of, and respond to, a rapidly changing educational landscape and external global environment in order to ensure that the School may seize opportunities and effectively react to challenges, whilst remaining innovative in approach.
- Seek ways to improve and develop the School on an ongoing basis and make recommendations to the Governors as appropriate.

Support the School's international strategy.



Key Responsibilities

Academic and Educational Leadership





- Ensure there is a coherent 2-18 pedagogy which respects the different phases of the pupils' educational journey through to the Sixth Form.
- Oversee the continual development of an appropriate curriculum informed by rigorous academic standards, the changing educational environment and the needs of pupils.
- Create an environment of continuous evaluation and advancement.
- Ensure that the pastoral care of all pupils remains at the heart of the School's mission and day-to-day activities.
- Ensure that all required arrangements are in place to facilitate inspections and provide guidance and leadership through the inspection process.
- Oversee procedures relating to assessment and regulation, reporting on student performance and progression, and ensuring the highest standards of behaviour.
- Ensure that lessons and activities delivered by staff across the School provide appropriate challenge and high expectation for all learners.
- Ensure that emerging technologies are explored for their potential to enhance the learning environment.
- Support and continue to develop the comprehensive programme of enrichment activity across the School as an integral part of the Haileybury ethos.

Create an environment of continuous evaluation and advancement.

Key Responsibilities

Leadership and Management





- Maintain a strong working relationship with all heads within the organisational structure to provide overall support and direction across the 2-18 age range and to maximise pupils' learning and wider educational opportunities throughout their journey through the School.
- Maintain a strong working relationship with the Chairman of the Management Committee.
- Provide overall leadership and role modeling to staff, developing amongst them a culture of continuous improvement, engagement, openness and a deep commitment and sense of involvement as part of a high-achieving community.
- Ensure that excellent communication processes are in place so that staff understand and engage with relevant issues, including the vision, mission, strategic direction and finances of the School.
- Continue the development of strong, cohesive and proactive Senior Management Teams across the 2-18 age range, ensuring that roles and responsibilities are clear and that the highest standards of performance are set and maintained.
- Ensure that appropriate school policies and procedures are in place, so that the School complies fully with relevant legislation and regulation and its charitable objectives.
- Ensure that rigorous performance management is in place for the whole staff, so that all staff are accountable for pupil experience and outcomes, and that professional development opportunities are focused on individual needs as well as whole school priorities.
- Ensure the appropriate policies and procedures are in place to recruit, develop, reward and retain staff of the highest calibre.
- Ensure that the School adheres to the highest possible standards of safeguarding and pastoral care, and that the physical and mental health and well-being of all pupils and staff remain at the heart of the School's mission.

Key Responsibilities

Business Management





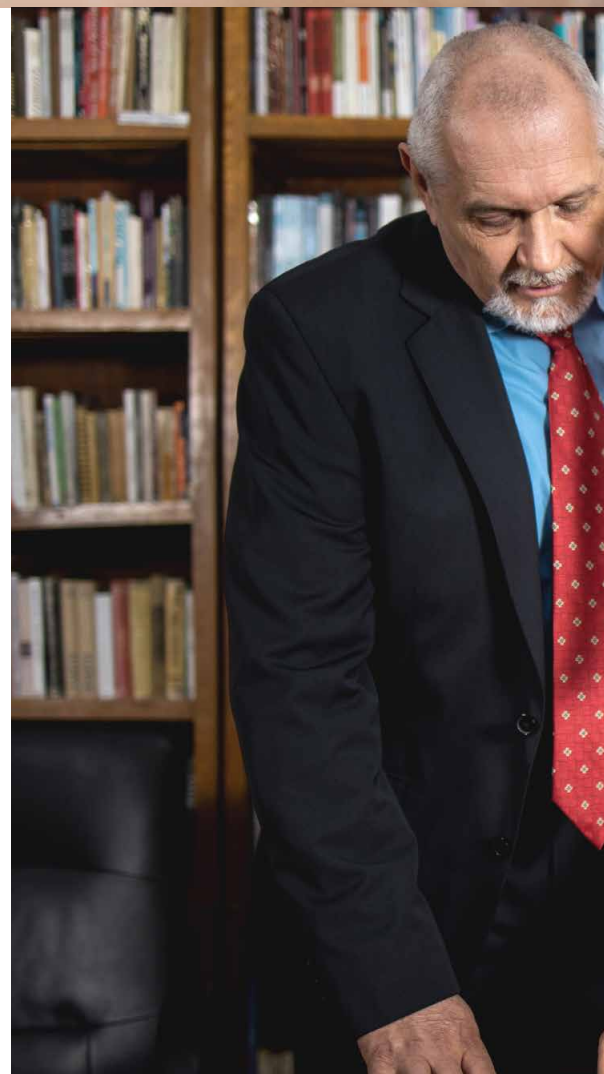
- Work with the Bursar and Governors to ensure that the strategic financial planning of the School is secure and sustainable.
- Ensure appropriate deployment and overall management of all resources (financial, human and physical) in support of the overall mission, and strategic plan and embed a culture of financial awareness across the School.
- Play a leading role in the School's fundraising strategy and activities, with a commitment to funding increased provision of means tested bursaries in line with the mission of the School and to ensure that the Master Plan is deliverable.
- Manage, monitor and review the range, quality and quantity of resources in order to improve the quality of learning and teaching and secure efficiency and value for money.

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Key Responsibilities

External Engagement



- Be a high-profile figure locally, further developing close links between the School and other education providers, local businesses and universities further afield.
- Ensure that creative marketing strategies are in place to maintain a full school and widen access to the School through the provision of bursaries.
- Be an effective ambassador and advocate for the School locally, nationally and, where appropriate, internationally, to enhance the School's reputation and its engagement with relevant initiatives.
- Ensure positive relationships with current and potential parents.
- Speak and write with passion about Haileybury Malta eliciting recognition in local, regional and national press.



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The Person

It is expected that the Head of Haileybury Malta will be an inspirational and innovative leader who can secure the full engagement of staff and all other stakeholders in the delivery of the School's strategic aims. The successful candidate will have the following key skills, experience and attributes:

Qualifications and Experience

- Experience of senior level leadership in a school.
- Educated to degree level with any postgraduate or leadership qualification an advantage.
- Outstanding, teaching track record with significant pastoral involvement
- 10 years teaching experience and at least 4 years' experience of senior leadership in a school, Deputy Head level or above.
- Substantial general experience across a broad range of educational activities.
- Good understanding of education and sector challenges.
- Demonstrable experience of engaging and building relationships with key internal and external parties.
- Experience of the full range of staff management processes, from recruitment, development, retention, performance management to dismissal.



Leadership and Management Skills

- Able to develop and articulate a clear idea of where the School could and should be going, and capable of demonstrating commitment to the highest academic and pastoral standards.
- Successful record of delivering results.
- Willingness to take responsibility for the innovations s/he introduces and a determination to see them carried through effectively.
- Highly articulate, capable of communicating both orally and in written form at all levels.
- Outstanding problem-solving skills and a track record to support this.
- Able to work with conflicting priorities and timescales.
- Able to delegate and motivate others.

It is expected that the Head of Haileybury Malta will be an inspirational and innovative leader





Personal Attributes

- The drive to achieve academic excellence, with a profound interest in education and the welfare of young people.
- The ability to identify an individual's skills and make the most of them – a team builder and a team player.
- Gravitas and presence both inside and outside the School.
- Integrity and independence of thought.
- Confident in own abilities and able to make difficult decisions.
- An ambassador and professional advocate for the School, with strong personal credibility and the capacity to build relationships.
- Humour, approachability and the ability to read situations and people well and act accordingly.
- A supporter of the charitable objects and Christian traditions of the School.

Remuneration

- A salary commensurate with experience and qualifications will be offered to the preferred candidate. The salary level will be reviewed annually.
- Fee remission for children in the School will be made available in accordance with Governors' policy for staff.
- Accommodation will be provided free of rent.
- Company Car.
- Private Medical Insurance (family).

Application Process

- All applicants should complete the online application via the Times Educational Supplement: www.tes.com/jobs/
- Please complete the TES application form including a detailed letter of application in the 'supporting statement' section of the application form. There is no need to provide any further supporting documentation at this stage.
- All applications will be acknowledged.
- Details of the selection process will be sent to long-listed candidates.



Haileybury Malta

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