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Candidate brief

Director of Netball (from September 2018)



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Haileybury



Life at Haileybury

Haileybury is an outstanding British independent co-educational boarding school. We offer modern boarding and day provision for eight hundred boys and girls aged 11–18. Established in 1862, we are situated on a glorious, historic 500-acre campus in Hertfordshire, just 20 miles north of London and 35 miles south of Cambridge.

Ours is a happy, purposeful and tight-knit community where more than 90% of the teaching staff live in College accommodation, either on campus or within walking distance of our beautiful 500-acre site. This helps create a unique atmosphere in which to work.

We focus on creating a warm, nurturing environment which is particularly evident in the Lower School, a “school within a school” for Years 7 and 8, which includes its own Boarding House, Highfield. Boarders and day pupils join one of 12 houses when they enter Main School (Years 9-13). This creates strong “family” groups of about 55 pupils per House.

An appreciation of the wider life of a seven-day-week boarding school is a prerequisite for a successful career at Haileybury, along with a willingness to immerse oneself in the boarding and co-curricular programme. The three aspects to every full-time teaching role are: teaching, tutoring in a Boarding House and involvement in co-curricular and sports activities. Teaching staff are also expected to attend Chapel services.

- The College provides a welcoming, vibrant community whether you are a young, single NQT or more established professional with or without a family, you will find your niche.
- The College puts great emphasis on excellent CPD and career development opportunities with regular internal training, and opportunities to pursue further training outside of the school
- There is a vibrant sporting community with opportunities to join staff sports teams and use our world class facilities
- There is also the opportunity for great music making for musicians of all abilities and opportunities to be included in concerts
- The vast majority of members of the teacher staff live on site and thus avoid commuting
- Member of the teaching staff are part of a wider Haileybury family which comprises our sister schools in Kazakhstan, our alumni and Haileybury Turnford, a local state maintained academy sponsored by Haileybury
- There is easy access to all the academic, cultural, social, sporting and retail facilities on offer in London and Cambridge.





The Haileybury Curriculum

At Haileybury, we encourage academic excellence and promote intellectual curiosity. A combination of a robust, creative curriculum, inspirational teaching and an atmosphere in which the progress of every pupil is important, ensures that the learning at Haileybury is of the very highest quality.

We are an academically selective school, providing a wide range of (I)GCSEs and in the Sixth Form a choice of A Level or the International Baccalaureate (IB) Diploma. Our all-round pastoral care extends to pupils and staff alike and is underpinned by our open, embracing Christian ethos that welcomes equally those of faith and no faith. This nurturing environment, together with extensive co-curricular activities, creates confident individuals, with leadership, team and social skills. We deliver what many schools only promise – a truly holistic education in which our pupils are prepared for university and life beyond as global citizens.

Haileybury combines excellent scholarship with forward-looking teaching. In pupils and teachers alike, our aim is to nurture a love of learning and a desire to explore new ideas. In so doing we prepare pupils to develop academically and to achieve at their highest level. Their endeavours are supported by outstanding facilities, study resources and enrichment opportunities.

Netball at Haileybury

Haileybury has an excellent reputation for netball. The sport is played by all girls between the ages of 11 to 18. There are six teams in the Lower School (Years 7 and 8), and then three teams in every year group up to, and including, the Sixth Form. There is a range of ability from a current England international, numerous satellite level players, to complete beginners to the sport.

Netball is played on Tuesday, Thursday and Saturday afternoon in the main school and on Wednesday afternoon and Saturday morning in the Lower School. There are also training sessions run in the evenings and over lunchtimes and early evenings. Our aim is to take our elite teams to their very highest standard yet at the same time encouraging all girls to represent the school at their own level.

Played by all ages

In the Lower School, netball is played in both Autumn and Spring Terms, with Wednesday afternoons and Saturday mornings set aside for fixtures. We regularly see close to 100% participation at our Monday and Friday practice sessions.

Team opportunities for all

Our co-curricular programme ensures that we play top level opposition. At Lower School level, every girl will gain experience representing the school netball teams. Currently, over 120 girls from Removes (Year 9) to Sixth Form play netball.

To learn more about our forthcoming netball matches or about recent results, please see: <http://www.haileyburysport.com/>



Netball at Haileybury

Staffing

We have directors for each of our focus sports: rugby, cricket, hockey and netball. In addition to these roles, all the teaching staff are obliged to be part of the coaching structure. Our teaching staff includes high calibre sports people in their own right and are a huge asset to the netball programme

Curriculum

All girls will play netball in the Lower School and three squads are run in each year group in the main school. On top of Saturday fixtures, tournaments and midweek fixtures are common. The High Performance Programme (HPP) enables the best players to spend one-on-one time with the specialist (Director of Netball) each week; targets and mentoring are discussed each week too.

Results

The girls have been successful in recent years with cup runs to the last 16 in the country in both U13 and U18 competitions. Our record for Saturday fixtures also stands up against the best netball schools in the south east of England.

Facilities

Superb facilities - indoor and outdoor

Haileybury is blessed with excellent netball facilities including two indoor netball courts situated in our well-equipped Haileybury Sports Centre. Our outdoor courts, situated on Hailey Lane, are all full size, offering pupils six different playing courts.

Co-Curricular

Preseason coaching takes place throughout the Autumn term and a training camp will be held in January prior to the Spring term starting. Tours are organized every other year for the Lower School and for the Senior School. These can be both long haul and/or short haul overseas experiences with Sri Lanka and Malta being the latest venues of choice. A Barbados tour is on the horizon (October 2018).

Competitions and successes

Lower School netball teams have a packed programme of both school matches and Tournaments, including the Lea Valley Netball Tournaments. In the older age groups, where depth of our squads allows, Haileybury enters the U14 and U19 National Schools Netball Tournaments which are played in the Autumn Term. The U14s also take part in the local Lea Valley U14 - Senior Tournaments in the Spring Term.

Every year, Haileybury hosts an U10 Netball Tournament for Preparatory Schools





The role

Haileybury is seeking an inspirational person to be full time Director of Netball. The Director of Netball is a new role at the College; this is a very exciting time to be joining Haileybury Sport. The successful applicant will

- have a passion for netball
- have relevant coaching qualifications
- be available for coaching throughout the working week (Monday to Saturday)
- to enhance the levels of interest in netball whilst seeking to develop the standard of play
- to organise netball throughout the College (including fixtures)
- to promote netball within the wider context of sporting provision at Haileybury
- to help ensure that the highest standards of play and sportsmanship are maintained.
- to deploy coaches to teams (in consultation with the Director of Sport)
- to develop the standard of netball coaching and to ensure that all coaching is both professional and appropriate to the pupils' ability levels
- play a full part in the INSET and CPD of the coaching staff in both formal and informal contexts
- to nurture individual pupils who show particular talent in the sport through one:one coaching as well as by ensuring that such pupils have the opportunity to compete for county selection and Academy programmes
- to play a full part in the Haileybury High Performance Programme (as the netball specialist)
- to assist in the recruitment of high calibre netball players to Haileybury
- to establish a coherent touring programme for netball
- to be the figurehead for Haileybury netball from an external relations perspective and to take responsibility for netball related social media output

Personal and Professional Specification

The successful candidate will show evidence of the following:

- relevant coaching qualifications and playing/coaching experience at an elite level
- a willingness to learn
- effective administrative and communication skills
- a willingness to work beyond the contracted hours when the occasion demands.
- the ability to plan strategically as well as prioritise and manage time well
- show professionalism, loyalty and integrity in all school matters
- a willingness to take on new challenges
- the ability to assimilate different types of information and come to logical conclusions
- a willingness to innovate, change and improve
- a willingness to work beyond the contracted hours when the occasion demands

The wider role within the school will be tailored for the successful candidate in terms of teaching duties and the broader co-curriculum. There would be the opportunity to be involved in the teaching side of the community if it proves appropriate and being involved pastorally in a boarding house would be recommended, though not a pre-requisite. There would be an expectation to contribute more broadly to the wider co-curriculum around hockey responsibilities.





Benefits package

Accepting an offer of employment at Haileybury is as much about a lifestyle choice as it is about pursuing a satisfying career path. The College has high expectations of its staff and therefore looks to reward them with an attractive benefits package, which includes:

- The salary will be attractive and this will be discussed on appointment. College accommodation is usually provided on campus or close by (subject to availability). Accommodation is provided rent and Council Tax free. Overall we estimate the benefits of College housing to be worth in the region of £18,000 p.a. to a standard rate taxpayer
- The package includes fee concessions of 75% for the children of any member of the full-time Teaching Staff who meet the College's entry requirements as well as membership of the Teachers' Pension Scheme. Members of the teaching staff also have use of the College's world class sporting and leisure facilities.
- There are also the usual benefits found at other independent schools such as longer holidays than the maintained sector, access to a private healthcare scheme, free lunch when on duty (Haileybury is known for its high quality catering), typically generous sickness and maternity arrangements and a childcare voucher scheme.
- The Common Room is welcoming and you will access to free tea and coffee throughout the working day. The school also has a Residential Doctor and full-time Health Centre as well as a Residential Church of England Chaplain.
- The College is in a fabulous location, surrounded by Hertfordshire countryside but travelling from Haileybury is very straightforward:
 - Central London is 35 minutes away by train (via Broxbourne station).
 - Cambridge is 50 minutes away by car.
 - London Stansted Airport is just 30 minutes away by car.
 - London Heathrow Airport is 50 minutes away by car.
 - London Luton Airport is just 40 minutes away by car
 - Key routes north and east/west, the A1 and M25 are 20 minutes away by car.

Relocation issues

For families considering relocation issues there are several primary and prep schools in the area. There are a large number of staff children in the village primary, Hertford Heath Primary School. Other staff children attend a variety of schools including Roselands Primary School in Hoddesdon, Heath Mount Prep School in Watton at Stone, and Duncombe Prep School in Bengoe.

Equal Opportunities

Haileybury is an equal opportunities employer and is committed to a policy of treating all our employees and job applicants equally. It is our policy to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to age, disability, sex, gender reassignment, pregnancy, maternity, marital or civil partnership status, race (which includes colour, nationality and ethnic or national origins), sexual orientation, trade union membership, religion or belief.



The vacancy

Working hours: This is a role requiring a commitment to work some evenings and weekends during term time, and also some periods of time in formal school holidays in relation to public exam results days and co-curricular trips, for example. The boarding aspect of the College also requires commitment from staff covering pastoral and co-curricular activities during the evenings and at the weekends.

Probationary period: The appointment is subject to the receipt of satisfactory references, the successful outcome of a Disclosure and Barring Service Enhanced Disclosure and completion of a one year probationary period.

Applications should be made on the staff application form and include a covering letter, outlining the reasons why you are interested in the role and any additional information you would like to add. CVs are not accepted. Please address to: **Ms Denise Matthews, The Master's PA, Haileybury, Hertford SG13 7NU**, or please send a scanned copy to d.matthews@haileybury.com

Closing date and selection process:

Completed applications must be received by 9.00 am 22 January 2018. Interviews will be held in the week commencing 29 January 2018. The selection process will include an observed coaching session.

Disclosures

We will appoint, train, develop and promote on the basis of merit and ability alone. It is a stipulation of the Governors and a statutory requirement that members of staff appointed to Haileybury should be shown not to have any criminal record which might prevent them accepting a post at the College. Accordingly, Haileybury requires permission from all members of staff to make an appropriate investigation. Offers of employment are subject to a satisfactory outcome of this enquiry.

Safeguarding & Child Protection

All applicants must be willing to undergo child protection screening, including, but not limited to, reference checks with previous employers, prohibition checks and a criminal record check via the Applicants Disclosure and Barring Service (including Barred List Check). All offers of employment are conditional upon the satisfactory outcome of child protection screening checks.

Documents required at interview: All safeguarding checks must be completed prior to the employee starting work at Haileybury. Therefore, in order to facilitate this process all candidates are required to bring the following documents to the interview:

- valid passport
- UK driving licence (both parts if applicable)
- UK birth or marriage certificate
- two documents as proof of address e.g. a utility bill and a bank statement
- proof of your National Insurance Number e.g. National Insurance Card or a previous P45 or P60

In addition to the above, please bring to the interview all proof of relevant qualifications and courses undertaken. Originals only will be accepted, do not bring photocopies.

Overseas applicants: Applications are welcomed from applicants not currently resident in the UK and these applicants may at the College's discretion be interviewed by Skype.

If you have any questions regarding the interview process please contact the Master's PA, Ms Denise Matthews in the first instance on **01992 706 482** or email d.matthews@haileybury.com



Travelling to Haileybury

Haileybury is located in rural Hertfordshire between Hertford and Hoddesdon about 20 miles north of central London

Air travel: 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.

By 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.

By 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.

