



Bursary, Scholarship and Widening Access Policy

Policy date:	September 2023
Date of next review:	September 2024
Owner:	Director of Admissions and Marketing
SLT committee responsible:	-
Intended audience:	Prospective and current parents
Location:	School Portal, Governor Portal and website

Widening Access

1. Public benefit

- 1.1 Haileybury was founded as an educational charity, and as such, has a responsibility to provide benefit to the public. The Governors of Haileybury (known collectively as Council) are mindful of this obligation and, in addition to providing pupils with a high quality education, are committed to widening access to the School.
- 1.2 Each year, Council makes a percentage of the School's total gross school fee income available for financial support schemes to ensure that an education at Haileybury remains accessible to all children, to support current pupils whose families fall into financial difficulties and those pupils who have been awarded scholarships. Means-tested sibling discounts are also available.
- 1.3 A further key focus of Council's commitment to providing public benefit, is the School's sponsorship of local secondary school Haileybury Turnford, which it began sponsoring in 2015. The benefits of this partnership for Haileybury Turnford pupils include: access to Haileybury's campus and grounds, including the new state of the art SciTech facility, Sports Complex and pitches; inclusion in a number of Haileybury programmes and activities, such as the Model United Nations (MUN) and the Combined Cadet Force (CCF); support with university applications; and attendance at various enrichment opportunities throughout the year.
- 1.4 The School's Development Department coordinates fundraising activities to provide additional financial resources for the School's bursary and scholarship funds, and for Haileybury Turnford.

Bursary Awards

2. Introduction

- 2.1 Haileybury welcomes new applications to the School from parents who require bursary support to fund the fees in full or in part. All bursaries are means-tested through an independent assessment process and parents are required to provide proof of both their income and assets. The Bursary Awards Committee will consider a number of factors when making the judgement as to the justification and extent of support.
- 2.2 The size of the fund available for bursary awards is limited and the School must make balanced decisions in the allocation of these funds. While every effort will be made to make an award sufficient to meet a family's needs, the funds to do this may not be available and awards may therefore be reduced accordingly.

3. Suitability

- 3.1 An applicant's suitability for a bursary award will be assessed by the Bursary Awards Committee, which is chaired by the Master. While the result of each applicant's academic assessment will be taken into account, a key consideration is the applicant's potential, as well as their actual achievement.
- 3.2 As bursary funds are limited, those judged most suitable will be given priority as being the most likely to gain from the educational provision. Each pupil to whom support is offered must be likely to make sound academic progress following admission, to possess the potential to develop the quality of his or her work, to benefit from participation in the wider extra-curricular activities on offer at the School, and to contribute positively to school life, thereby enriching the

school community.

- 3.3 The ultimate decision on suitability will be made by the Master, based upon his professional experience and knowledge. The decision made is final and not subject to appeal. Detailed feedback will not be provided following assessment.

4. Financial limitations

- 4.1 The amount of the bursary award is influenced by the extent of need. Each case is assessed on its own merit. Awards are also subject to the availability of funds within the School's budget. Bursaries of up to 100% of school fees may be available.

- 4.2 It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal. The School however has a duty to ensure that all bursary grants are justified. As well as current earnings, other factors will be considered in determining the appropriate level of award. These will include:

- The ability to improve the financial position or earning power of the family. For example, where there are two parents, both would be expected to be employed unless one is prevented from doing so through incapacity or the need to care for dependents.
- Opportunities to release any capital. Significant capital savings and investments would be expected to be used for the payment of school fees, as would substantial equity value in houses.
- In cases of separation, the contribution made by the absent parent. Please note that both parents / legal guardians will usually be assessed unless there is evidence that it would not be reasonable to do so.
- Contribution to household costs by other, wider, family members, any adults unrelated to the child, or by outside sources.
- Where fees are being paid to other schools, these will be taken into account.

- 4.3 The School considers that indications of wealth such as, but not limited to, the following may not be consistent with the receipt of a bursary.

- Frequent or expensive holidays.
- New or luxury cars.
- Investment in significant home improvements.
- A second property or land holdings.
- Significant equity within the family home.
- Children at other independent schools where a bursary application has not been made.

5. Annual review

- 5.1 All bursary awards are subject to repeat testing of parental means each year and may be varied upwards or downwards depending upon parental circumstances. For those in receipt of bursaries, the Governors have the discretion to reduce an award not only where a pupil's progress, attitude or behaviour has been unsatisfactory but also where the parents / guardians

have failed to support the school, for example, by the late payment of any contribution they are making to the fees.

- 5.2 Should further information come to the attention of the School that demonstrates a material non-disclosure of means in an application by a family in receipt of a bursary that would make the pupil ineligible for their award, the School reserves the right to take appropriate action.
- 5.3 All bursary applications for the forthcoming academic year must be received prior to 1 October in the preceding academic year. Full details on how to apply can be obtained from the Bursary Manager, or are available on the School's website.

6. Current parents

- 6.1 Parents of children already enrolled in the School are not excluded from the scheme and should speak to the Master or the Chief Operating Officer in confidence should their circumstances change and they wish to make an application for a school assisted place.

7. Confidentiality

- 7.1 The School respects the confidentiality of bursary awards made to families and recipients are expected to do likewise.

Scholarship Awards

8. Scholarships

- 8.1 The School awards scholarships in the following areas: academic, art, design and technology, drama, music and sport. Scholarships are awarded to pupils who will provide leadership in these areas.
- 8.2 Scholarships are normally only awarded to pupils on entry to the School. In exceptional circumstances and at the discretion of the Master, they can be awarded to current pupils.
- 8.3 As with bursaries, all scholarships are expressed as a percentage reduction of the basic day or boarding fees. The normal award of scholarship is 5% remission of the fees. Scholarships are awarded at 10% remission of the fees to the strongest candidates. Pupils may be awarded more than one scholarship; the normal maximum total fee remission for those candidates holding multiple awards is 15%. The Master reserves the right to award scholarships of greater size in exceptional circumstances.
- 8.4 Academic scholarships are awarded to those pupils who have proven in assessment that they are of high ability across the subject range. They are also awarded to pupils who have proven in assessment that they are of a particularly high ability in a specific core discipline. This is especially the case for the award of scholarships to those pupils entering the Sixth Form.
- 8.5 Art and design and technology scholarships are awarded to pupils of high ability in these disciplines. Drama, music and sports scholarships are awarded to candidates who excel in performance in these areas.
- 8.6 The School reserves the right to withdraw a scholarship at any point from those pupils who fail to live up to the expectations of a scholar.
- 8.7 Honorary scholarships (those without financial benefit) are awarded at the discretion of the Master. All scholarships awarded to the children of teachers at the School are honorary scholarships.

Version history		
Date	Reviewed by	Notes
August 2023	Director of Admissions and Marketing	New policy drafted
September 2023	SLT	Reviewed
November 2023	Governors' F&GP Committee	Reviewed