

# Head of Theology & Philosophy

## September 2025



# Welcome

Thank you for your interest in Haileybury. This is an exciting opportunity to join a highly successful 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 leave school 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 world class 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.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of each person's commitment to doing the very best they 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. Demand for places and pupil numbers has increased dramatically in recent years.**

The Haileybury of today enjoys an excellent worldwide and national reputation. This reputation is primarily based on the very high standard of education that is provided at the School. This was reflected in the report written by the ISI Inspection team who visited the School in October 2022. The 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 service, empathy and respect 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), a Middle School for Years 9-11 and a 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, and most of the teachers are also accommodated within 5 minutes walk of the School. The sense of community at the School is especially strong.

Haileybury 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.

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.



# Role & Person Specification

## The Theology & Philosophy Department

**An exciting opportunity has arisen for a talented and passionate teacher to join the T&P Department at Haileybury as Head of Theology & Philosophy.**

Theology and philosophy allows you to explore the most fundamental and fascinating questions of human existence. Through studying this subject pupils learn about the great philosophers and theologians from the ancient world up to the 21st century and are given the tools to form their own views, engaging in debate and discussion with their peers.

As well as exploring world religions and their origins, pupils engage in a wide array of interesting ethical and existential ideas. This develops their views on the world and themselves, as well as provides them with valuable analysis and evaluation skills.

Haileybury wishes to appoint a well-qualified and suitably experienced Head of Theology & Philosophy to lead our successful department. Applicants will be expected to demonstrate an impressive subject knowledge, a passion for T&P and a track record of outstanding success in teaching and learning.

Theology and Philosophy is a compulsory class from Lower School to Removes. In Middles and Fifths, it is an optional subject with an examination in IGCSE Religious Studies at the end of Fifths. In Sixth Form, pupils can study the Religious Studies A Level or Philosophy International Baccalaureate (IBDP) public examination courses. As a guide for subject specialism, the IGCSE involves the Christianity option for Paper 2 and A Level also involves the Christianity option.

Beyond the curriculum, Haileybury runs an exciting and popular trip to Florence and Rome where pupils can explore the rich history, philosophy, and theology of these cities. Lower School pupils can take part in trips where they will visit a church, a gurdwara, and a mosque to learn about the core practices of these places of worship and the way of life in these religious communities. The Haileybury Woolzley Society is our popular philosophy debating group run by Upper Sixth pupils. The topics are very much guided by pupils' interests and involve lively debate and discussion.

The successful applicant will be educated to a degree level within a relevant subject and will have experience of teaching A level; previous experience of teaching the IB Diploma programme is desirable but not essential. They will have an interest in fostering lifelong learning in our pupils and the ability to stretch pupils beyond the curriculum.



# Key Responsibilities

- Lead a vibrant, committed and professional team of teachers to enhance the quality of teaching and learning in the Department.
- Share resources and good practice, undertake lesson observations and work scrutiny; encourage collaborative teaching, provide mentoring and actively encourage professional development.
- Lead the co-curricular life of the Department, through events such as lectures, workshops, societies and trips.
- Review, identify areas of improvement, and develop future plans to continually enhance the academic performance of the Department.
- Plan and monitor budgets to meet the requirements of the Department.
- Ensure the best possible academic outcomes for pupils through planning, preparing and delivering courses and lessons to a high standard.
- Assess, mark, record and report on the development, progress and attainment of pupils in line with School and Departmental policy; providing timely and supportive feedback to pupils on their work following the agreed policies in the Staff and Departmental Handbooks with regard to such matters as programmes of study, teaching methods, supporting pupils with Learning Support needs and homework (prep).
- Attend Heads of Department meetings and collaborate with the heads of other departments to share good practice and promote teaching and learning across the wider School.
- Differentiate teaching according to the educational needs of individual pupils, including those with Learning Support requirements.
- Prepare and deliver engaging lessons in a positive and purposeful learning environment.
- Keep up-to-date records of pupil attainment to inform pupil tracking. Produce individualised reports on the development, progress and attainment of pupils and attend all parents' evenings.
- Take the lead in ensuring that departmental schemes of work are up to date and well-resourced.
- Take the lead with preparing assessments for internal examinations in the subject.
- Participate in INSET and other opportunities for external training and professional development; plan and lead departmental training as part of the School's professional development programme.
- Provide guidance and advice to a tutor group, as part of a wider team of year group and House tutors following the expectations set out in the Staff Code of Conduct.
- Supervise pupils as part of a House tutor team; this will include carrying out an evening House duty and occasional Saturday evening and Sunday commitments.
- 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.

In addition to the above, all teachers are expected to play a part in the wider co-curricular life of the School, which includes leading and supporting activities beyond the classroom. Staff are responsible for maintaining good order and discipline among the pupils, and all staff share a responsibility to safeguard pupils, and to ensure pupils' health and safety.

# 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.

Situated in a beautiful 500-acre estate, accommodation may be provided, either on or near the school site, and requirements can be discussed at interview.

Other benefits include pension, private healthcare, and substantial fee remission.

Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and tennis centre, and participate in the Cycle to Work scheme. Staff are also provided with lunch, and other meals as needed, within our magnificent dining hall.

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 Chaplain.



# Application Process

To apply for this position please complete the application form in full, with reference to the candidate brief, and return it with a covering letter to

[teacherrecruitment@haileybury.com](mailto:teacherrecruitment@haileybury.com) by **midday on Wednesday 26 March 2025**.

For further information, please visit our website [here](#).

Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

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 has a diverse pupil body and is committed to its strategy of equal opportunity, diversity and inclusion. We encourage applications from candidates with a wide range of backgrounds to enrich our collective knowledge and experience. Appointments will be made on merit.

Please see full details of our [Privacy Notice for Staff](#) and [Recruitment Policy](#).

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.





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