

Working at Halliford



Halliford
School
SHEPPERTON

***Awarded a Significant Strength for
Pupil Leadership - ISI November 2025***



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Welcome

from The Headmaster

Thank you for the interest you have shown in Halliford School. I hope that what you read on the following pages and on our website will encourage you to visit us and experience for yourself what a wonderful school Halliford is.

It is a great privilege to serve as Headmaster this term. I derive enormous satisfaction from working with our students and staff to foster a culture in which excellence is pursued in all that we do. My role, alongside my colleagues on the Senior Leadership Team, is to support and empower our dedicated staff as they provide an education that enables every student to realise their full potential and exceed expectations. In appointing new colleagues, we seek individuals of exceptional talent who will contribute to our culture of ambition, energy and intellectual curiosity, where the possibilities for our students are truly limitless.

Halliford School successfully met the exceptionally rigorous Independent School Standards Regulations and was awarded a 'significant strength' for pupil leadership in its most recent inspection in November 2025. This is a particularly exciting time to join the school, as we continue to build upon these achievements and take Halliford confidently into the next phase of its development.

We recognise that every child is unique and that the key to fulfilling their potential lies in an education that is as rich as it is broad. Our pursuit of academic excellence is complemented by a commitment to helping students develop a wide range of interests, raise their aspirations and become confident, resilient young people who are well prepared for the opportunities and

challenges of the future. Small class sizes enable us to provide personalised teaching and learning, tailored to the needs of each individual student.

We also recognise that the environment in which a child learns is just as important as what they learn. Renowned for our outstanding pastoral care, we work hard to nurture a community in which students and staff can flourish; where individuals feel safe and valued, confident and proud, stimulated and inspired and, above all, happy.

The staff room at Halliford is welcoming, collegial and highly supportive of new colleagues, with our culture firmly rooted in mutual respect. We are a busy and vibrant school, and our staff provide an exceptional range of opportunities for students both within and beyond the classroom. In return, we are committed to offering our colleagues meaningful opportunities for professional growth, training and career development.

I warmly invite you to consider joining us and becoming part of this exceptional school at such an exciting stage in its journey. I very much look forward to the opportunity of welcoming you to interview and wish you every success with your application.

Dr Millan Sachania
Headmaster

Autumn Term 2026

About the School

Halliford is a warm-hearted School, founded on strong family values where we are proud to know and be respectful of every student as an individual. Our theme, 'Come as you are. Go as all you can be', perfectly encapsulates our mission to encourage and support Hallifordians to flourish. Our boys join us for their seven-year journey from 11 to 18, and we warmly welcome girls to join our well-established co-educational Sixth Form, which provides our senior students with the opportunities to excel in a more independent environment. There are currently around 500 students on roll.

Our school has benefited from a programme of significant investment and development, creating an exceptional learning environment that supports every aspect of school life. Students can use an impressive range of sporting facilities, including a multi-purpose sports hall with climbing wall, fitness suite and sports pitches, both at school and on a nearby separate site in Shepperton.

The Philip Cottam Centre, home to our thriving Music and Art Departments along with our Sixth Form Centre and Café provides our students with a space to work independently. The Woodward Building, which opened in 2021, has transformed our academic provision. The impressive Learning Resource Centre offers innovative collaborative study spaces alongside superb library facilities, while six spacious air-conditioned classrooms enjoy views across the school's playing fields, creating an inspiring setting for learning.

Recent developments have further enhanced student experience, including a beautifully designed new dining room, The Forum and theatre lobby, together with extensive refurbishment of the John Crook Theatre, kitchens and dining facilities. These versatile spaces support both everyday school life, events and performances.

Innovation also lies at the heart of our Design and Technology provision. Our newest facilities include two state-of-the-art workshops and cutting-edge design suite equipped with the latest 3D printers and industry-standard design software, enabling students to develop the skills, creativity and confidence needed for the future.

Together, these exceptional facilities reflect our commitment to providing an outstanding educational experience, empowering every student to thrive today while preparing them for success in an ever-changing world.

We are proud of our students, who achieved record-breaking results at GCSE and at A Level, and see some magnificent university destinations for our Upper Sixth students, including both Oxford and Cambridge in 2026.

Our Vision

To be acknowledged as the small independent school of choice for 11-18 year olds, where we are proud to belong to a thriving, happy and aspirational community that is committed to each student as an individual.

Our Aims

- To provide a stimulating learning environment for boys 11-18 and girls 16-18 where we promote academic excellence and provide opportunities to realise the full potential of every individual to flourish.
- To provide a warm-hearted family ethos in which every student is known and valued as an individual.



"From the moment I stepped through the Halliford gates, I was struck by the warm and welcoming atmosphere that enveloped me. Halliford's strong sense of community is unlike any other school I have experienced. One of the most remarkable aspects of Halliford is its perfect size, allowing for the cultivation of meaningful connections between staff, students, and their families. This unique quality enables us to develop a comprehensive understanding of each student's strengths, challenges, and aspirations."

Mr Andy Carroll, Head of Sixth Form

- To enable each individual to discover and develop his / her talents, character, creativity, resilience and ability to work within a team by providing a balanced and wide-ranging co-curricular programme.
- To create an environment in which all members of the school community feel supported and valued and able to contribute positively to the lives of others by providing a framework of outstanding pastoral care.
- To equip our students for the world they will encounter beyond Halliford School.

Mission Statement

Halliford is a school based on strong family values where we know and respect every student as an individual. We encourage and support Hallifordians to flourish and develop their own authenticity.

We aim for excellence by being academically ambitious but at the same time academically sensitive.

We inspire Hallifordians within a community that is founded on high quality teaching and learning, outstanding pastoral care and first class sporting, cultural and co-curricular opportunities

ISI Report

“The development of pupils’ leadership skills, enabling pupils to articulate their opinions and ideas with confidence, contribute meaningfully to decision-making and play a substantial role in the school and wider community is a **significant strength**.”

“Leaders and governors articulate a clear and ambitious vision that places pupil leadership and opportunities for pupils to share their views with leaders at the centre of school life.”

“Central to this vision is the commitment to know each pupil individually and to support them in line with the school’s aim of ‘**come as you are and go as all you can be**’.”

Values

Intellectually Curious



Respectful



Team Players



Creative



Warm-Hearted



Resilient



IT Strategy

Halliford School invests in the latest teaching and learning resources. The School's one-to-one device programme offers students and staff the best collaborative tools to work. All staff are provided with their own Microsoft Surface Pro device, and departments are supported in developing their resources to make the most of this innovative technology.



The Pastoral Structure

Our students are designated a House that will act as both pastoral support and also a community throughout their time at the School. Houses have a tutor in each year group and a Head of House. The four Heads of House are responsible for a team of tutors in Years 8 – 11 who manage their tutees' day-to-day pastoral and academic lives. All full-time staff members are tutors within this structure, and full training and support are given.



"Halliford School boasts an extensive array of co-curricular opportunities, with a remarkable highlight being the annual ski trip that accommodates over a hundred students - an undertaking few schools would consider. The key to these extraordinary experiences lies in our exceptional students, who embrace and personify our core values. Working with them and guiding them on such trips is a genuine delight. Halliford is a vibrant community that presents numerous opportunities for students to explore new interests, cultivate their abilities, and benefit from a strong support network. This nurturing environment encourages students to aim high and take pride in their accomplishments, allowing us as educators to share in their exhilarating journey towards success. Every day, amazing things happen at Halliford School."

Mr Sean Slocock, Assistant Head Co-Curricular

Location

Halliford School is situated in Shepperton, in a beautiful setting alongside the north bank of the River Thames. The School was founded in 1921 as an independent grammar school on the present site. The School stretches out over six acres behind the tall-storeyed house set back from Russell Road.

The School works hard to support local businesses and is proud to source the vast majority of its food and provisions from local businesses. There are many local restaurants, riverside walks, thriving sports clubs and cultural opportunities on offer. The boroughs of Spelthorne, Kingston, Staines and Richmond-upon-Thames offer a wide array of accommodation options ideal for young people and those with a family.

The village is the final stop on a branch line from London Waterloo, with services stopping at Vauxhall, Clapham Junction, Wimbledon, Kingston, Teddington, Hampton and Sunbury. The journey time to London is 50 minutes. There is a faster route to London Waterloo from nearby Walton-on-Thames, with fast trains taking 25 minutes.

The School operates shuttle buses to Walton-on-Thames station and Staines station. The M3 and M25 are a few minutes' drive from the School.



"I am fortunate to belong to a well-established Science Department. My colleagues are incredible and have been immensely supportive over the years. The school has provided plenty of opportunities for my personal career development and support when needed. As for my colleagues across the school, you could not meet a nicer bunch!"

Dr Simon Brooks, Head of Biology

Teaching Staff Benefits



Staff Pension

Membership of TPS for all staff as well as a Royal London DC Scheme with extensive optional benefits.

School Fee Reduction

Children of staff at Halliford School may, subject to passing the entrance examination, be eligible for a 50% remission on fees at the discretion of the Governing Body. This is prorated according to working days.



Meals and Refreshments

All staff are entitled to free lunches during term time, constituting delicious home-cooked meals. In addition, hot drinks and biscuits are provided daily in the staff common room, with cakes on special occasions. Speciality tea and coffee are available daily from the Sixth Form Café.

Sports Facilities and Classes

Members of staff are permitted to use the School gym and fitness facilities subject to approval from the Director of Sport. Matron also offers a weekly yoga class for staff after school.



Professional Development and Postgraduate Study

Staff are encouraged and supported to undertake a wide variety of professional development opportunities both within and beyond the School. Those staff wishing to undertake professional qualifications may seek financial support from the Governing Body.

Holiday Allowance

18 weeks holiday including bank holidays.



Travel and Visits

We encourage and support staff to organise trips for our students, which provide invaluable opportunities to travel and visit new countries.



**Provision of a
Microsoft
Surface Pro device**



**Cycle to work
scheme with
cyclescheme.co.uk**



Private parking

Free on-site parking is available to all staff, subject to availability.



**Personal accident
insurance through
the school insurers**



**Staff
socials**



**Staff
wellbeing
support**



**24-hour
counselling
helpline service**



**Opportunities to
join worldwide
educational trips**



**Enhanced
sickness pay**

Application Process

General

We are proactively committed to creating a diverse staff body which reflects the community that we teach. At Halliford School we value diversity and inclusion; we want to attract the best people for the role available. This is regardless of age, ethnicity, sexual orientation, gender, disability, socio-economic status or religious beliefs.

Halliford School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers and visitors to share our commitment. We are an equal opportunities employer, and the successful candidate will be subject to enhanced DBS disclosure and employment reference checks. You must be eligible to work in the UK.

Application Form

Halliford School uses an application form to apply, which can be downloaded from the job listing at www.hallifordschool.co.uk/vacancies. Please apply as soon as possible, as applications will be considered upon receipt; we reserve the right to interview/appoint before the closing date.

Within the application form, there is the opportunity to demonstrate, using examples, your suitability for the role and the qualities you would bring to Halliford School.

Email the completed form, along with a covering letter, addressed to the Headmaster, Dr Millan Sachania to hr@hallifordschool.co.uk

All applications will be acknowledged by email.

"One of the things that I appreciate most about Halliford School is the opportunity to grow as a teacher. The school provides regular and constructive feedback, professional development, and mentoring for the staff. I am proud to be a part of the Halliford community, and I highly recommend it to anyone looking for a stimulating, rewarding, and fulfilling teaching career."

Mrs Neelam Makkar, Teacher of Business Studies



"As a teacher at Halliford School in Shepperton, I can confidently say that my experience here has been nothing short of life changing. From the moment I stepped onto the picturesque school grounds, I was greeted by a sense of warmth and belonging that immediately made me feel at home. My time at Halliford School has been transformative, both personally and professionally. It is a place where I have grown as an educator, formed lifelong friendships, and felt truly valued as a member of the school community. I am grateful for the opportunity to be a part of such a wonderful institution and look forward to continuing to contribute to its legacy of excellence."

Mr James Hoare, Teacher of English

- include a range of vocabulary devices and sentence structures for effect
- include controlled punctuation, spelling and paragraphing.
- To get extra marks:
- Use speech punctuation or colons/semicolons accurately
- Use ambitious vocabulary with complex spellings
- Use a range of metaphors
- Use a range of similes

Projecting James Hoare

12th, 2022



Invitation to Interview

Our interviews are held at the School. Candidates with a disability who are invited to interview should inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.

If you are shortlisted and invited for interview, we shall ask you to bring in evidence of the following;

1. Identity: passport or photocard driving licence
2. Address: document from the DBS List of Valid Identity Documents with current address
3. Proof to work in the UK: passport or UK birth certificate
4. Qualifications: original documents confirming any educational and professional qualifications.

References

Offers of employment are subject to the receipt of a minimum of two references which are satisfactory to the School.

Please refer to our Recruitment Selection and Disclosure Policy, which can be found on the school website here.

Information

If you have any queries about the recruitment process please contact Zoe Fazackerley, HR Officer, on

01932 234 920 or zoe.fazackerley@hallifordschool.co.uk



How to find us



**Halliford
School**
SHEPPERTON

Independent Senior Day School
Boys 11-18 Years • Girls 16-18 Years

Russell Road Shepperton TW17 9HX

Tel: 01932 223593 Email: hr@hallifordschool.co.uk

www.hallifordschool.co.uk

