



Haileybury Malta

TEFL/EAL Specialist (Haileybury Academic Pathway)

For September/October 2026

Early applications are encouraged



Welcome from the Founding Head

It gives me enormous pleasure to welcome you to Haileybury Malta. I am exceptionally proud of our marvellous school, which opened to pupils of 15 different nationalities from Years 3-8 in September 2023 and has been steadily growing since. Now about to enter our fourth year, from September 2026 we will open our Nursery and Sixth Form. When fully open, the school will educate pupils aged 3-18 and offer boarding. You can read more about our remarkable journey [in this article](#).

Our sister school, Haileybury UK, has supported us in our founding years and will continue to do so as we evolve and expand. We teach a wholly British Curriculum, including Cambridge IGCSEs and the International Baccalaureate Diploma Programme. This path allows both our local and international pupils greater flexibility in their choice of university and the country in which they wish to study.

As well as academic excellence, Haileybury Malta pupils learn to manage their own wellbeing and to develop the necessary skills needed in order to lead happy and fulfilling lives. We are a PSB (Pre-Senior Baccalaureate) school and the core skills of Leadership, Collaboration, Thinking and Learning, Independence, Reviewing and Improving, and Communication are embedded throughout our pupils' daily lives. Whilst pastoral support is an area of particular focus, pupils also benefit from opportunities to explore their passions and talents outside of the classroom with a rich co-curricular programme on offer. Our four houses - Angelo, Chambray, Elmo and Rocco - are all named after Maltese forts, and pupils enjoy engaging in regular inter-house competitions.

This is a wonderful opportunity for talented, proactive, dedicated teachers to build on their experience and help shape the future of the school by ensuring that it is a hub of academic excellence and ambition. Living in Malta offers many rewards, with its rich cultural history and presenting a wide range of outdoor activities.

We have a very strong staff team and an exceptionally supportive parent body. Our pupils are a genuine delight to know and nurture. To find out more about how we are turning a vision into a thriving community and hub of innovative learning, please visit [our website](#) and watch our [introductory film](#).

I hope you can sense my excitement and wish to be part of this unique adventure.

Louise Salmond Smith
Founding Head



Job Title: TEFL/EAL Specialist (HAP— Haileybury Academic Pathway) **Responsible to:** SENDCo/ Deputy Head

Purpose of the Role

The Haileybury Academic Pathway (HAP) is designed to enable international pupils to become successful, confident and independent learners within Haileybury Malta's mainstream curriculum. This role is central to that ambition. The HAP Teacher will provide targeted academic English teaching while helping pupils develop the language, study skills and subject-specific understanding they need to participate fully in a demanding British curriculum. Working closely with subject specialists and other colleagues, the teacher will support each pupil through an individualised pathway, with integration into mainstream lessons taking place progressively and subject-by-subject as they become ready. The ultimate aim is not simply to improve pupils' English, but to equip them with the linguistic confidence and academic independence to thrive as fully integrated members of the Haileybury community.



Key purposes

1. To deliver high-quality EAL and academic English teaching within the Haileybury Academic Pathway (HAP), supporting international pupils from Year 7 and above to access Haileybury Malta's British curriculum. To play a full part in the life of the School.
2. To support pupils' gradual transition into mainstream lessons through the development of academic English, subject-specific language and independent study skills.
3. To work collaboratively with subject specialists and other colleagues to ensure HAP pupils are academically and linguistically prepared to succeed across the curriculum.

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging, challenging and well-structured lessons that develop pupils' academic English across reading, writing, speaking and listening.
- Develop pupils' subject-specific language and ability to interpret academic concepts, instructions and texts across a range of disciplines.
- Use effective EAL strategies, including scaffolding, modelling, guided practice and structured language support.
- Develop pupils' academic literacy and study skills, including note-taking, summarising, structured writing, research, referencing, presentation and independent study.
- Prepare pupils to engage successfully with the expectations of a British academic environment and, where appropriate, the demands of IGCSE and secondary-level study.
- Maintain high expectations for intellectual engagement, effort and academic progress.

Job Title: TEFL/EAL Specialist (HAP—Haileybury Academic Pathway)

Responsible to: SENDCo/ Deputy Head



Recording and Assessment

- Assess and monitor pupils' English language proficiency and academic language development using appropriate formative and summative assessment.
- Monitor and document pupils' academic and linguistic progress through their Individual Support Plans, regularly reviewing and updating targets and outcomes.
- Provide constructive feedback that enables pupils to understand their progress and areas for development.
- Report regularly and accurately on pupil progress, ensuring pupils, parents and relevant colleagues are well informed.
- Work collaboratively with the SENDCo, Deputy Head, Senior Teacher Subject Specialists and subject teachers to evaluate pupils' readiness to access mainstream lessons.
- Support the gradual transition of pupils into the mainstream curriculum on a case-by-case and subject-by-subject basis.

Collaboration and Programme Development

- Work closely with subject specialists to identify linguistic barriers to learning and the academic language pupils require to access different areas of the curriculum.
- Align HAP teaching with the expectations and content of the mainstream curriculum.
- Support subject teachers in implementing effective EAL strategies within their classrooms, including adaptive teaching, scaffolding and language support.
- Contribute to the ongoing development of the HAP curriculum and resources.
- Contribute to the evaluation and refinement of the programme as it develops.

Other duties and responsibilities

- Contribute to the pastoral care and wellbeing of HAP pupils, supporting their adjustment to a new academic and cultural environment.
- Build strong relationships with pupils, parents and colleagues.
- Lead or participate in an after-school activity as required.
- Participate fully in the day-to-day life of the School and undertake a fair share of staff duties.
- Attend staff meetings, Parents' Evenings, Open Days and training days as required.
- Share areas of expertise that support the development of the School and its provision for multilingual learners.
- Model professionalism through high standards of conduct, punctuality and attendance.
- Contribute to and uphold the values, mission and ethos of Haileybury Malta.
- Promote and uphold the School's expectations regarding behaviour, safeguarding and pupil welfare.
- Perform other reasonable duties commensurate with the role as requested by the Head/Deputy Head/SENDCo

Person Specification

Criteria	Essential	Desirable
Qualifications	• BA Degree and TEFL/TESOL/EAL qualification.	• Qualified Teacher Status or other qualification meeting the requirements for a teaching warrant in Malta.
Experience	• Successful experience teaching English as an Additional Language (EAL) or Academic English and experience working with multilingual learners. • Experience supporting pupils' academic language development.	• Experience in a British or international school. • Experience working collaboratively with subject specialists to support language development across the curriculum.
Curriculum	• Understanding of the language and academic literacy required for pupils to access a demanding secondary curriculum. • Understanding of effective curriculum planning, assessment, recording and reporting.	• Experience of preparing multilingual pupils for IGCSE or comparable secondary-level study. • Experience contributing to curriculum design and development.
Teaching and Learning	• Strong understanding of EAL pedagogy, language acquisition and multilingual learning. • Ability to use scaffolding, modelling and other effective strategies to enable pupils to access academic content through English. • Ability to develop academic reading, writing, speaking and listening. • Ability to develop pupils' independence and effective study skills.	• Knowledge of current research relating to EAL, multilingual learning and academic literacy. • Experience supporting colleagues in developing effective classroom strategies for multilingual learners.
Standards of Achievement	• High expectations for pupil achievement and progress. • Ability to assess and track language development effectively. • Understanding of the needs of pupils developing proficiency in academic English.	• Experience developing or implementing effective assessment approaches for EAL learners.
Relationships	• Ability to establish and maintain strong, positive relationships with pupils, parents and colleagues. • Ability to collaborate effectively with teachers across different subject areas. • Commitment to the School's wider community.	• Experience of supporting or coaching colleagues in effective EAL practice.
Communication/ Interpersonal	• Able to communicate sensitively and effectively with pupils from a range of linguistic and cultural backgrounds. • Resilient, organised and able to solve problems effectively. • Positive, enthusiastic and motivated approach.	
Technology	• Proactive and competent use of digital tools to enhance teaching, learning, assessment and communication.	
Behaviour/Values	• Commitment to inclusion, equity and safeguarding. • Models high professional standards and ethics at all times. • Flexible, creative and approachable, demonstrating enthusiasm and a collaborative approach. • Able to work effectively both independently and as part of a team.	• Reflective and committed to continuous professional development.

Haileybury Malta is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and behave accordingly. This role will involve daily contact with pupils. Pre-employment checks are made in line with those required in both the UK and Malta, and a Social Media check on all shortlisted applicants.

This job description sets out the current duties of the post that may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Haileybury Malta is an Equal Opportunities employer.

Please send your [completed application form](#) and a covering letter to head@haileyburymalta.com.

