



Position Description

Head of Ochre



Welcome to our School

Welcome to Haileybury Rendall School where every student matters every day and where our vision is to be the best school in Northern Australia. Our School is closely affiliated with Haileybury Melbourne which delivers high quality education programs across its four campuses in Melbourne and one in Tianjin, China. Haileybury Rendall School also stands proudly as a leading independent co-educational Tier One School in Darwin, Northern Territory.

Developing and maintaining a strong academic culture is a top priority and this goes hand in hand with an holistic education that supports the wellbeing of all students. Our teaching framework includes the highly successful Explicit Teaching Model in the primary years and the Victorian Certificate of Education (VCE) in the senior years, both of which help drive outstanding results. The strong ties between Haileybury Melbourne and Haileybury Rendall School also provide numerous opportunities for our community to take part in a broad and exciting range of activities.

We also live the mantra that every team member matters every day and firmly believe that our staff are our greatest asset. High expectations are maintained in all that we do.

Discover more about Haileybury Rendall School at www.haileyburyrendall.com.au

Working with us

Haileybury Rendall School is proudly non-selective when it comes to the students who look to join our outstanding school. We believe in the potential of every child to achieve and contribute.

However, we are by contrast, very selective of staff who wish to work with us, whether they will be guiding our young learners or helping to keep the School operating efficiently as a member of our non-academic Professional staff team.

Those who join us are passionate about the delivery of innovative academic, co-curricular and pastoral programs that challenge and inspire our students and make a difference in their lives.

As a school we value the cultural diversity of all our staff and students. Staff are encouraged to contribute experience they may have of working with children from a culturally and/or linguistically diverse background. We are also proudly recognised as a Centre for Excellence in Indigenous Education.

Vision, mission and values

Our vision

To be recognised as a great world school.

Our mission

To deliver an exceptional educational experience that fosters the growth of each student through leading teaching and learning programs, a wide array of opportunities, within a culture of high expectations, empowering students to excel.



Our Magenta principles

Everything that we do is centred around our Magenta principles, striving for and achieving more than expected. Our principles support and shape this in our daily work:

- Every student matters every day
- Every staff member matters every day
- Effective practices support sustainability
- One inclusive community

Position details

Position title	Head of Ochre
Reports to	Head of Teaching and Learning – Middle School
Employment status	Full-time (3 years fixed term contract)
Commencement date	January 2027

Context

Amongst its broad remit, Haileybury Rendall School is regarded as a Centre for Excellence in Indigenous Education. In partnership with our Boarding School and through strong community relationships we work to ensure every Indigenous student who attends the School is given every opportunity to realise their potential and excel. This is achieved through the delivery of high quality and culturally sensitive programs by outstanding educators. Currently, students may be enrolled in standard curriculum classes or work in the dedicated Ochre Program, which is tailored to Years 7 – 10 Indigenous students. Current pathways beyond Year 10 include the Victorian Certificate of Education (VCE), Vocational Education and Training (VET) subjects and, within the VCE, both the Vocational Major and Pathways Certificates.

The Head of Ochre leads the daily operations, curriculum construction and ongoing development of the Ochre Program at Haileybury Rendall School. The role combines educational leadership, high-quality classroom teaching, curriculum development, staff collaboration and student wellbeing to support strong academic growth and positive educational outcomes for Aboriginal and Torres Strait Islander students from remote communities across Northern Australia.

The Ochre Program is a specialised Intensive Literacy and Numeracy program for students in Years 7–10, with a particular focus on students learning English as an Additional Language or Dialect (EAL/D). The program provides an intensive, flexible and differentiated learning environment that accelerates student progress, strengthens foundational skills and supports students to engage confidently with the broader school curriculum and community.

The Ochre classroom is structured around a primary-style model, with small class sizes of up to 12 students, enabling targeted instruction and personalised learning. Through explicit instruction, evidence-informed teaching practices and a strengths-based approach, the program supports strong student growth while fostering confidence, independence, cultural identity and a sense of belonging.



The Head of Ochre is responsible for ensuring the program delivers a consistent, high-quality educational experience that responds to individual student needs, celebrates students' strengths and supports their successful participation in all aspects of school life.

Responsibilities

The Head of Ochre is responsible to the Head of Teaching and Learning - Middle School, for the educational development of Indigenous students enrolled in the Ochre program at HRS.

This responsibility includes:

- Lead the strategic development, implementation and evaluation of the Ochre Program for students in Years 7–10.
- Oversee a differentiated curriculum that accelerates Literacy, Numeracy and English language development while supporting progression towards appropriate year-level and mainstream curriculum outcomes.
- Deliver and model high-quality explicit instruction in English, Literacy, Numeracy, Inquiry, and Computer and Digital Technologies, as appropriate to student needs.
- Lead assessment and data-informed planning to monitor student progress, identify learning needs and evaluate program effectiveness.
- Establish consistent approaches to teaching, classroom management, student engagement and wellbeing across the program.
- Support appropriate transitions between Ochre and mainstream classes, ensuring students can access broader learning opportunities when ready.
- Lead collaboration between Ochre staff, mainstream teachers, school leadership, the Inclusion and Support Team and student wellbeing services.
- Build positive relationships with students, families, carers and relevant community organisations to support learning, attendance, engagement and wellbeing.
- Embed Aboriginal and Torres Strait Islander Histories and Cultures throughout the curriculum and promote meaningful cultural learning experiences.
- Support the coordination of the after-school Homework Program in collaboration with the Director of Boarding.
- Promote culturally safe, trauma-informed, strengths-based and inclusive practices that recognise students' diverse cultural, linguistic and educational experiences.
- Ensure all program practices align with relevant legislation and Haileybury Rendall School policies, procedures and requirements.

Key selection criteria

The Head of Ochre will have the following attributes:

- Appropriate teaching qualifications, preferably primary trained, with experience delivering a primary-style curriculum and developing foundational Literacy and Numeracy skills.
- Demonstrated leadership capability and the ability to develop, implement and evaluate effective teaching and learning programs.
- Outstanding Literacy teaching skills, familiarity with evidence-informed Literacy programs and expertise in explicit instruction.



- Strong knowledge of foundational Numeracy development and the ability to respond to a broad range of student learning needs.
- Experience supporting students learning English as an Additional Language or Dialect.
- Exceptional relationship-building skills and the ability to establish consistent, positive and trusting relationships with students.
- Highly developed classroom management skills and the ability to create structured, engaging and supportive learning environments.
- A demonstrated commitment to Aboriginal and Torres Strait Islander education, cultural safety and inclusive teaching practices.
- The ability to use student assessment data to inform teaching, monitor progress and evaluate learning outcomes.
- Strong collaboration, communication and interpersonal skills, including the capacity to work effectively with colleagues, families and external support organisations.

Haileybury Rendall School is committed to the safety, wellbeing and inclusion of all children and young people, including those from culturally and linguistically diverse backgrounds.

The successful applicant will support the vision, values and ethos of the School, demonstrate a strong commitment to child safety and ensure that all professional decisions and practices comply with applicable legislation and Haileybury Rendall School policies and procedures.

Academic qualifications

- Recognised teaching qualifications.
- Ability to ensure NT Teacher registration (TRB)
- Ability to obtain current NT Working with Children Check (Ochre Card)

Inherent qualities

- Ability to work with groups of students and to handle multiple (sometimes competing) demands from them and from colleagues and parents
- Ability to carry out high-level responsibilities, and effectively interact and communicate with students
- Ability to make high-level decisions and/or be involved in high-level decision-making
- Ability to be resilient
- Ability to employ a variety of classroom management strategies and perform role whilst managing students' behavioural demands

General information

- The successful candidate will be expected to support the vision and ethos of the School at all times
- Staff must ensure that all decisions, pertaining to their role are made in line with legislation and Haileybury Rendall School Policies and Procedures.
- Staff are expected to complete appropriate extra-curricular hours as per the current Enterprise Agreement



Commitment to child safety

Haileybury Rendall School is committed to the safety and wellbeing of all children, including those under the care and supervision of the School. The School recognises the importance of, and its responsibility for, ensuring a safe and supportive environment which respects the rights of children and fosters their enrichment and wellbeing.

Haileybury Rendall School's approach to creating and maintaining a child-safe environment is guided by the core belief that every student matters every day. The School's mission 'to develop high-achieving students who are connected globally, to each other and to the communities in which they live and serve', can only be achieved if its students are safe, feel safe and are empowered to participate in decisions which affect their lives.

Haileybury Rendall School's robust human resources, recruitment and vetting practices are strictly adhered to during the application and interviewing process. Applicants should be aware that we carry out Working With Children, police records and reference checks to ensure that we are recruiting the right people. Applicants must familiarise themselves with Haileybury's Code of Conduct and Policy on Relationships between Staff and Students available on our website.

Haileybury Rendall School has zero tolerance for child abuse in any form.

Further information

For further information please contact Ben Bishop – Director of People and Culture on (08) 8922 1611.