Sports Fellow

August 2027



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Boarding School of the Year
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Haileybury

Candidate Information

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 purpose.

Haileybury was recently selected as one of the 100 best private schools in the world and our last inspection was outstanding. Interest in the School from prospective families is as strong as ever.

We are a dynamic, outward-looking and future-oriented school. We offer a 21st Century relevant curriculum and our pupils leave school with the values, skills and credentials they will need to thrive.

Through our team of dedicated staff and as a result of exceptional facilities across our remarkable campus, we are able to offer our pupils an extraordinary range of opportunities.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of the relationships across our community.

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

Haileybury



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 2025. 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 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.







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Sport at Haileybury

Sport is integral to life at Haileybury and we encourage sporting excellence on both an individual and a team level. At the same time we strongly foster a “sport for all” mentality throughout the School and all our pupils participate in our sporting curriculum. The week has three primary sporting slots with Tuesday, Thursday and Saturday afternoons being devoted to sport throughout the year for the Main School. The Lower School has sport on a Wednesday afternoon and a Saturday morning. There are also lunchtime sessions, afternoon sessions and further training takes place on most evenings too.

Haileybury has a history of producing players who go on to perform at an elite level, with a number of Old Haileyburians playing internationally currently: Jamie George, Sam Billings, Nick Isiekwe, Oscar Piastri, Lizzie Bird and Nick Page. Others have gone on to play at a professional level: Zara Everitt, Izzy Stibbs (both London Pulse Netball), Tom Billings (World Rackets number 1), and Scarlett Spavin (Durham & England U21 Hockey).

We currently have 70 representative players within the pupil body, including several at international age group level in:England Rugby, England Hockey, England Lacrosse, England Netball and England Schools Cricket.

Staffing
We have Directors of focus sports: Hockey, Rugby, Cricket, Netball and Strength and Conditioning. In addition to these roles, all the teaching staff are part of the coaching structure. Our teaching staff includes high calibre sports people in their own right.

Schedule
Girls will typically play hockey, lacrosse, football, netball and cricket, and boys will typically play rugby, hockey, football and cricket through the seasons of the year.

Results
The focus sports are very strong, with hockey seeing girls and boys win bronze and silver respectively at the national finals (U18 girls tier 1 and U18 boys tier 2), whilst also sporting 28 teams across the School. Girls’ indoor u18s also won silver in the indoor national finals, with U16s winning bronze. Boys’ rugby regularly features in the top 10 in the national ranking, whilst sporting C and D teams in each age group. Cricket 2024 and 2025 saw the boys’ XI reach the last eight in the country in each age group. Our first VII netball team made it to top 5 in the country on national finals day, whilst having unbeaten seasons for 5th VII and U15C. The lacrosse and swimming teams are also very strong and both entered the 2025 season as defending National Champions. In all Haileybury featured in 12 national finals in 9 different sports last year.

Facilities
We have the best range of facilities in the East of England, including: 20 winter sport pitches; football, rugby and lacrosse, 11 cricket squares, 2 astro turf hockey pitches, 8 netball/ tennis courts, rackets and squash courts, and an indoor tennis centre.

All the latest sports information can be found here.



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The role

Haileybury wishes to appoint a Sports Fellow with a specialism in one or more of the focus sports: hockey, rugby, cricket, lacrosse, netball, S&C.

The primary responsibility of the post holder will be to support the delivery of the sports and co-curriculum programmes.

The role will suit a new graduate with an interest in entering the teaching profession or someone who is looking for one year's professional experience before following a career outside education.

This is a role requiring commitment to work some evenings and weekends during term time, and also some periods of time in formal school holidays, for example, co-curricular trips and preseason training. The boarding aspect of the School also requires commitment from staff covering pastoral and co-curricular activities during the evenings and at weekends, as well as tutoring in a boarding house.

The Sports Fellow will work under the Deputy Head (Co-curricular) and the Director of Sport.

The purpose of this job description is to set out the current principal duties of the post. It does not detail every individual task, and employees are required to undertake such tasks and duties as are allocated to them from time to time in accordance with the role.

This job description will be reviewed annually as part of the School's annual performance review process.



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Responsibilities

Working under the Deputy Head (Co-curricular) and the Director of Sport towards delivering the sporting curriculum in the Main School and Lower School, the successful applicant will:

- Coach Monday to Saturday and sometimes on Sundays.
- Plan and lead sports and co-curricular sessions for the pupils at every ages group, including running training sessions, organising clubs and attending inter-school fixtures.
- Nurture individuals who show particular interest/ talent in sport by guiding them towards, and preparing them for representative trials.
- Encourage and support pupils for whom sport is not their main priority.
- Assist with sports administration, strength and conditioning loading and video analysis.
- Assist with and attend school trips.
- Assist with hosting of opposition pupils, staff and parents on match days.

Opportunities to be involved in boarding and other elements of the School may also be possible.



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Other requirements

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Health and Safety

In accordance with the Health and Safety at Work etc. Act 1974 and associated legislation, all employees must comply with relevant health and safety procedures and guidance at all times. They must be familiar with, and assist the School in the implementation of, its Health and Safety Policy which is available on the School Portal.

Employees must also adhere to any requirements arising from, or relating to, any relevant risk assessments, Control of Substances Hazardous to Health (COSHH), PPE, and manual handling. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

Equality and Diversity

Employees must comply with the School's equality, diversity and inclusion policies and practices in force from time to time and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

Code of Conduct

Employees at Haileybury are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the School's positive ethos and culture, and must act in accordance with the School's Staff Code of Conduct.

Data Protection

All employees must comply with the School's Data Protection Policy, and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.

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Person specification

Qualifications

- University degree in any subject

Knowledge, Skills and Experience

- Passion for, and a high ability, in at least one of the focus areas: cricket, rugby, netball, hockey, lacrosse, S&C
- Effective communication skills, selecting and using appropriate media to communicate
- An ability to manage their own time effectively and be organised in their working habits

Personal Attributes

- Demonstrate a willingness to learn and to adapt when faced with challenges
- Show professionalism, loyalty and integrity in all school matters
- Have a willingness to work beyond the contracted hours when the occasion demands
- Act as a role model to pupils through personal presentation and professional conduct



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Benefits

The salary will be £19,509 per annum, on a fixed-term 10 month contract with accommodation and all meals provided for free during term time.

Anticipated dates of contract: August 2027 - June 2028

Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and tennis centre, at certain times, and participate in the Cycle to Work scheme.

Other benefits include pension and group life assurance.

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, and staff wellbeing is prioritised. The School has a full-time Health and Wellbeing Centre and Chaplain.





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Application process

To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it to recruitment@haileybury.com by **midday** on **1 December 2026.**

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.

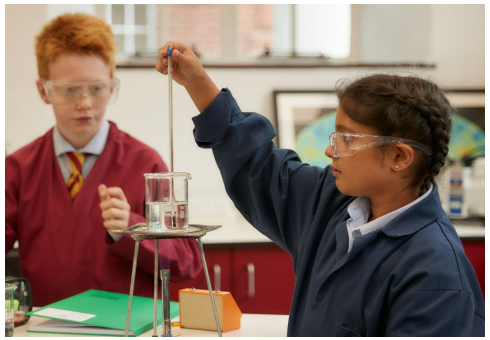
The School reserves the right to make an appointment before the closing date; candidates are therefore encouraged to apply as soon as possible.

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.

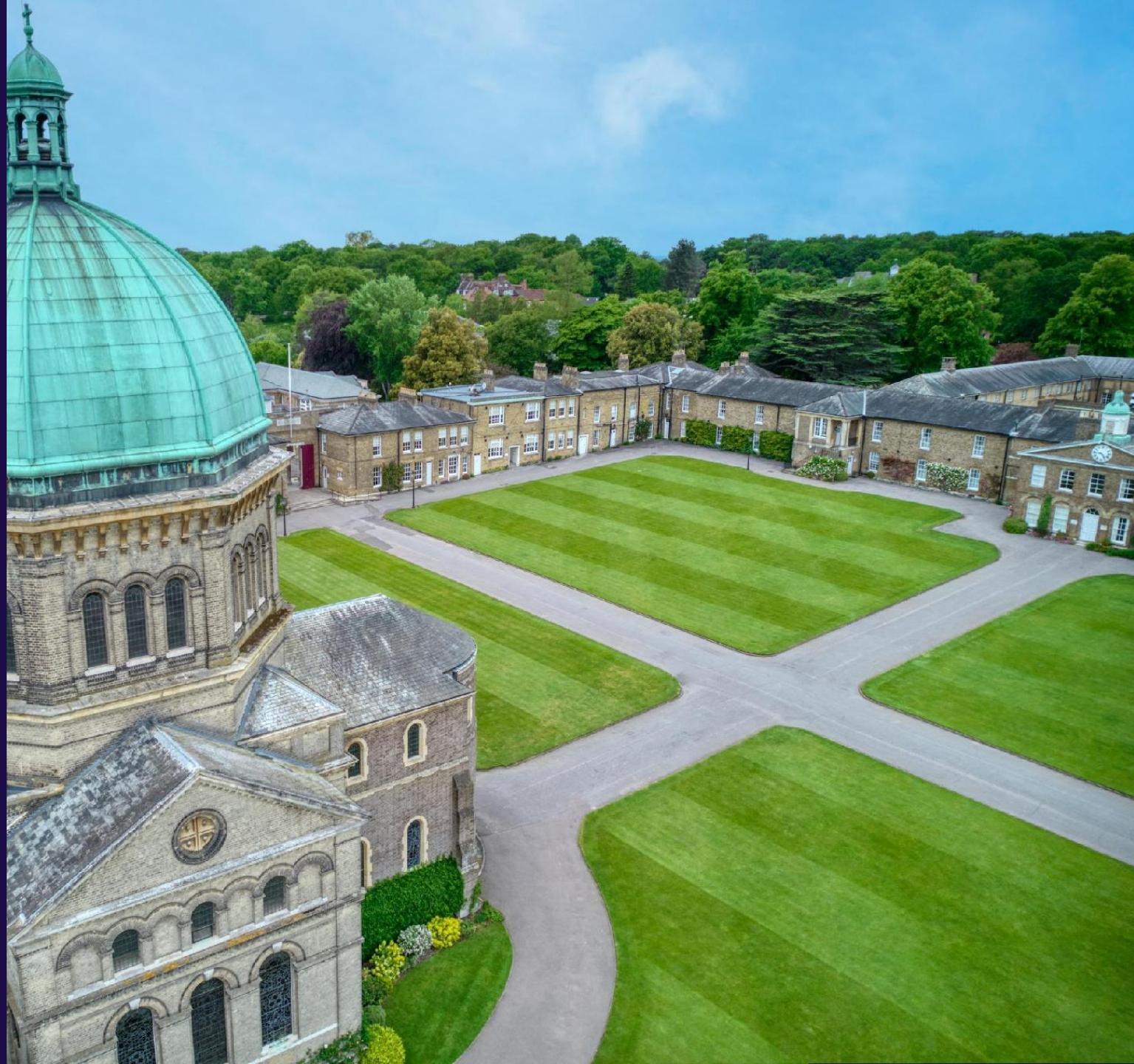
Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and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







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