

Outdoor Education Fellow 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.



Outdoor Education

Outdoor education at Haileybury plays a central role in our commitment to deliver a genuinely all-round educational experience for our pupils.

The outdoor education programme is designed to encourage pupils to embrace adventure, develop leadership skills and build resilience through a range of challenging activities. Pupils take part in weekly activities on our 500 acre site including climbing, mountain biking, bushcraft and outdoor cookery. Every year we also run numerous off-site and overseas expeditions both during term time and during holidays. We offer the Duke of Edinburgh (DofE) Award programme (Bronze, Silver and Gold) and we also run optional major overseas trips annually. In recent years we have taken groups to climb Kilimanjaro and to Everest Base Camp. The next major overseas expedition is to Nepal in October 2025.

We have a beautiful campus which includes woodland areas, mountain bike trails, a bushcraft area, an outdoor cooking area, an outdoor teaching space, a camping area with compostable toilets, a climbing wall, swimming pool and outstanding sports facilities. The Outdoor Education facilities are also currently being developed in line with the strategic expansion of this area of cocurricular provision.

All the latest information can be found at: www.haileybury.com



The role

Haileybury wishes to appoint an Outdoor Education Fellow.

This is a fixed-term contract from 26 August 2025 to 4 July 2026.

The primary responsibility of the post-holder will be to support the delivery of the Outdoor and Adventure Education programmes. This role will suit someone with an interest in working in the education profession in the future, or someone who is looking for a year's professional experience before following a career outside education.

Working under the Deputy Head (cocurricular) and the Outdoor & Adventure Activities Coordinator towards delivering the activities programme in the Main School and Lower School, the successful applicant(s) will:

- Plan and lead activity sessions for the pupils at every age group, including running training sessions, organising clubs and attending off-site visits.
- Nurture and encourage individuals who show particular interest/talent in adventure activities.
- Support the delivery of outdoor education and co-curricular programmes, including leadership in activities such as climbing, water sports, mountain biking, navigation and bushcraft.

- Assist with planning, coordination, and administration for outdoor trips and events, such as Duke of Edinburgh Award (DofE) schemes and other adventure programmes.
- Work collaboratively with external instructors and the Outdoor Education department to ensure smooth and safe running of all activities.
- Participate in weekend activities, field trips, and expeditions throughout the year.
- Assist with the maintenance, storage, and setup of equipment.
- Support health and safety protocols and ensure compliance with all relevant regulations.

Opportunities to be involved in boarding and other elements of the School may be possible and can be discussed at interview.



The role

A typical schedule

A typical week may include a combination of leading outdoor sessions, planning trips, and administrative duties.

- **Weekdays:** assist in running outdoor activity sessions during the school day, which may involve leading a climbing lesson, facilitating a bushcraft workshop, or assisting with the DofE programme, some of which will be administrative. Time will also be dedicated to trip planning, equipment maintenance, and liaising with external providers.
- **Evenings:** leading activities or preparing for weekend trips. Some boarding duties will also be involved.
- **Weekends:** participating in weekend expeditions and outdoor activities, such as, but not limited to, running outreach sessions for prep and primary schools, DofE (or similar) expeditions and activities for boarders. Weekend commitments are spread throughout the year, ensuring a balanced workload.
- **School holidays:** assist with major trips or expeditions both in the UK and abroad.

Working Hours

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 such as cocurricular trips and preseason training, for example.

The boarding aspect of the College also requires commitment from staff covering pastoral and cocurricular activities during the evenings and at weekends.



Person specification

Qualifications

Desirable

- National Governing Body (NGB) qualifications in mountain biking, climbing, canoeing, or similar.
- A relevant degree in Outdoor Education, Adventure Leadership, or equivalent experience.
- Outdoor Education qualification (e.g., Level 3).
- DofE Gold Award (or similar experience).
- First Aid qualification.

Knowledge, Skills and Experience

- Proficiency in one or more outdoor activities such as climbing, water sports, cycling, mountaineering, or bushcraft.
- Experience or interest in working with young people in an educational or adventure setting.
- Strong organisational and time management skills.
- Knowledge of health and safety procedures in an outdoor environment.
- An interest in sports and a desire to be involved in the sports programme.

Personal Attributes

- Enthusiastic about working with young people and inspiring them through outdoor activities.
- Collaborative, innovative, and open to new approaches in outdoor education.
- High levels of physical fitness, allowing for effective instruction across various environments and weather conditions.
- Flexibility to work outside traditional hours, including evenings, weekends, and during school holidays.
- Demonstrate a willingness to learn and to adapt when faced with challenges.
- Have effective communication skills, selecting and using appropriate media to communicate.
- Have an ability to manage their own time effectively and be organised in their working habits.
- Act as a role model to pupils through personal presentation and professional conduct.

Further training and development opportunities will be available for the successful candidate to pursue additional outdoor leadership qualifications.

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.

Benefits

The Outdoor Education Fellow will receive a salary of £18,752 per annum, on a fixed-term 10 month contract.

Accommodation, and meals within our magnificent dining hall will be provided during term time.

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

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.



Application process

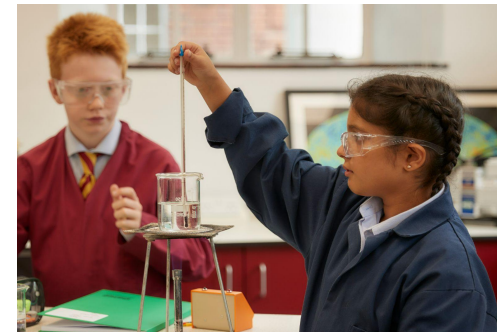
To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it to hr@haileybury.com by **midday on Monday 14 April 2025**.

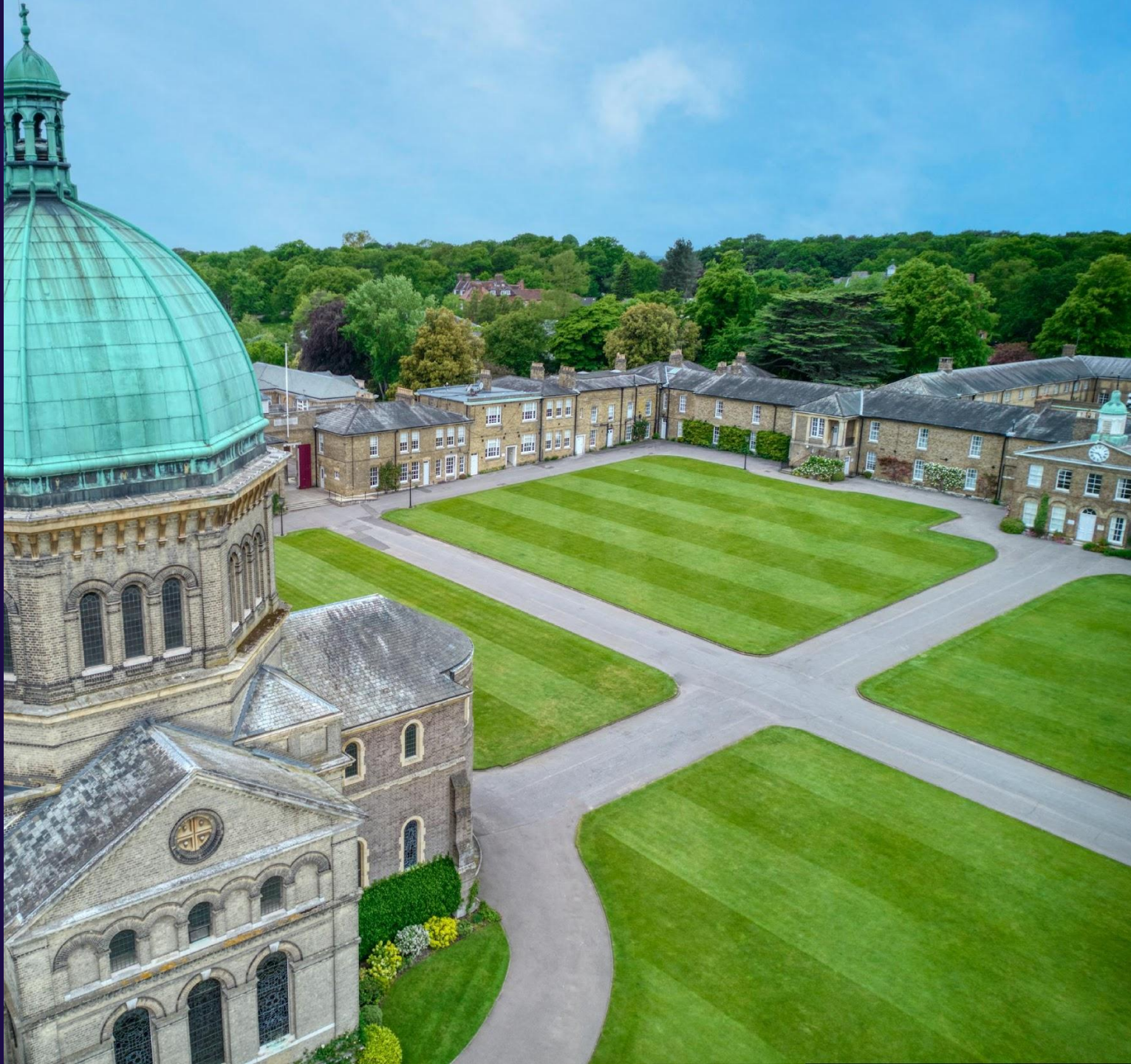
Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

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.





Haileybury

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