



Candidate Brief
Sports Fellow

August 2025

Haileybury is a leading co-educational independent boarding and day school in Hertfordshire with around 900 pupils, aged 11 to 18.

Founded in 1862, Haileybury is a school that is rooted in history and tradition, but which is innovative and progressive.

Haileybury has an outstanding reputation in the UK and internationally and was judged “*excellent in all areas*” by ISI in October 2022. We are thrilled that Haileybury has been awarded the prestigious title of Boarding School of the Year 2024 by Tes.

Situated on a beautiful 500-acre estate within easy travelling distance from London, Cambridge and various international airports, Haileybury offers a world of opportunity for pupils within a happy and purposeful community.

Haileybury is an **academically selective** school that creates learners who are ambitious, intellectually curious, imaginative and collaborative. Inspectors described pupils as “happy learners who appreciate the value of the broad education they receive and who enjoy the process of learning”.

We have a comprehensive system of **pastoral care and wellbeing**. Our House structure is led by an outstanding wellbeing team and Haileybury has an onsite Health and Wellbeing Centre including a Counselling Service available to pupils and staff.

The **extensive co-curricular offering** at Haileybury provides a breadth of opportunity, and depth in terms of specialist provision. Pupils enjoy both individual and team successes at national and international level in sport, as well as achieving national awards in the performing arts. Through experiencing the co-curricular programme our pupils develop character, resilience and self-confidence.

Haileybury is **ambitious and thought leading**. For example, our new state-of-the-art SciTech Project includes laboratories that will house our research collaboration with professors from Stanford University allowing pupils to take part in real-life scientific endeavour.

We place great emphasis on playing our part in **the wider community**. The School has a vibrant and inclusive Chaplaincy and community outreach programmes support the School’s central value of service to others.

Haileybury has a strong **international dimension**, with two partner schools well established in Kazakhstan and further schools due to open in Bangladesh and Malta. Haileybury also proudly sponsors our academy partner, Haileybury Turnford, in the UK.

Our goal is for pupils to leave Haileybury with **a passion for learning, a strong sense of their own identity and respect for others**.

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, 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 2024 national finals (U16 boys & U15 girls), whilst also sporting 28 teams across the School. Boys' rugby regularly features in the top 10 in the national ranking, whilst sporting C and D teams in each age group. Cricket 2024 saw the boys' XI reach the last eight in the country in each age group. Our 1st VII netball team made it to top 6 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 2023-24 season as defending National Champions.

Facilities:

We have the best range of facilities in the East of England, including: 20 winter sports pitches; football, rugby and lacrosse, 4 grass cricket squares, 4 artificial cricket pitches, 7 hybrid cricket strips and cricket net areas, 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 on:

www.haileyburysport.com.

The Role

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.

The successful applicant will:

- have a university degree in any subject.
- have a passion for, and a high ability in at least one of our focus areas: hockey, rugby, cricket, netball, strength and conditioning.
- demonstrate a willingness to learn and to adapt when faced with challenges.
- have effective communication skills, selecting and using appropriate media to communicate.
- show professionalism, loyalty and integrity in all school matters.
- have a willingness to work beyond the contracted hours when the occasion demands.
- 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.

Key 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 age 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.
- Provide guidance and advice to a tutor group, as part of a wider team of year group and House tutors.

- Supervise pupils as part of a House tutor team; this will include carrying out an evening House duty and occasional Saturday evening and Sunday commitments.
- Maintain good order and discipline among the pupils and safeguard their health and safety both when they are on the School premises and when they are engaged in School activities elsewhere.

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, 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.



Benefits

The salary will be £18,752 per annum, on a fixed-term 10-month contract with accommodation and all meals provided for free during term time. Staff also have access to the on-site Sports Complex facilities.

Anticipated dates of contract: 21 August 2025 to 5 July 2026.

Our staff body is collegiate and supportive. Staff wellbeing is prioritised, the School has a full-time Health Centre and Wellbeing Centre and a resident Chaplain.

Equality, Diversity and Inclusion

Haileybury is an equal opportunities employer and is committed to treating all employees and applicants equally irrespective of any protected characteristic.

The School is committed to its strategy of diversity and inclusion and encourages applications from staff with diverse backgrounds. In this way, the School wishes to enrich the collective knowledge and experience of its staff body. Staff are encouraged to contribute their ideas in order to help shape a curriculum that explores a range of perspectives, and meets the needs of our diverse pupil body.



Travelling to Haileybury

Air

London Heathrow (50 minutes by car), London Stansted (30 minutes by car) and London Luton (40 minutes by car) airports are within easy reach of Haileybury. London Gatwick Airport (75 minutes by car) is only slightly further away. All are served by rail links to central London.

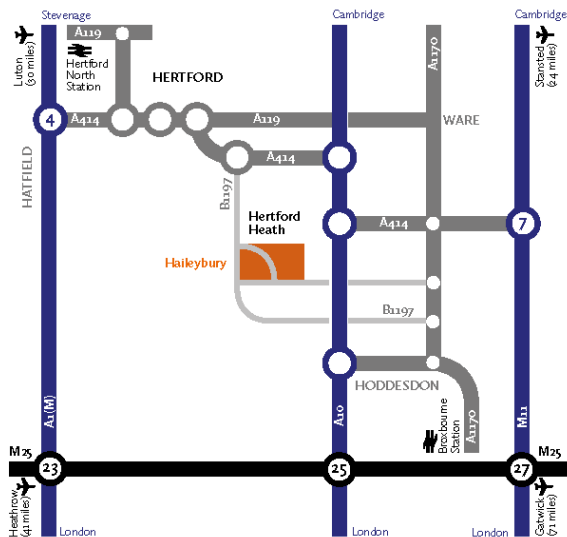
Rail

There are two main line railway stations close to Haileybury. Hertford North to London (Moorgate or King's Cross) is a 40-minute journey. Broxbourne to London (Liverpool Street) is 35 minutes. Hertford North is a five-minute car ride from Haileybury and Broxbourne is 10 minutes away.

Road

Haileybury is conveniently located close to the A10 and easily accessible via the M25, A1(M), M11 and A414.

- From the South East: Leave the M25 at junction 25 to join the A10 north (Cambridge), exiting the A10 at Hoddesdon.
- From the South West: Leave the M25 at junction 21a to join the A405, then the A414 to Hatfield and on to Hertford. The B1197 leads to Hertford Heath village.
- From the North: Leave the A1(M) at junction 4 for the A414 to Hertford, or leave the M1 at junction 7 (St Albans) for the A414 to Hertford.
- From the East: Via the M11 leave at junction 7 (Harlow) for the A414 to Hertford.



HaileyburyUK

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haileybury.com

Registered charity number 310013

