

Drama Fellow

April 2026



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 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 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.



The role

An opportunity has arisen to join an outstanding Drama department. Haileybury is seeking to appoint a Drama Fellow to cover a period of maternity leave.

Drama is a great strength at Haileybury achieving excellent academic outcomes and mounting productions of the highest calibre. In any given year a range of major co-curricular performances are mounted, catering for all age groups. These include both plays and musical productions. In addition, there are performance evenings, plays and events throughout the year drawn from curriculum performance work, Lamda, House Drama etc. Major productions in recent years include: Chicago, Charlie and the Chocolate Factory, Legally Blonde, The Crucible, Richard III, Matilda, Les Misérables, and Macbeth, The Burial at Thebes, Hetty Feather, Frankenstein, Romeo and Juliet, A View From A Bridge. There are also a variety of smaller class-based productions and events.

Drama staff facilitate a number of opportunities in co-curricular activities and clubs for pupils. We recently reintroduced 'House Drama' with fantastic success, producing six student-led plays featuring paired brother/sister houses, across two evenings at the start of the year. We also have a recent tradition called Arts Week that takes place at the end of the year, celebrating artistic output and culture, including open air Shakespeare, small scale productions and LAMDA/ Scholars Showcase. We are keen to continue to develop links with local theatres including the Spotlight and the BEAM Theatre at Hertford.

The post-holder will report to the Director of Drama.

Productions predominantly take place in the Ayckbourn Theatre, a very well-appointed studio theatre that seats between 80 and 130 depending upon the configuration. The Ayckbourn is very well-equipped with computerised lighting and sound systems. It is supported by a full time Performing Arts Manager, who oversees the technical needs of Drama and other events in the college; a full time Theatre Technician whose main responsibility is to design and build sets for productions as well as support the technical needs of academic Drama pupils; and also the Theatre Technical Unit (TTU) composed of pupils who help with all the performances. The theatre is well stocked with lights, costumes, props and resources and has a generous budget for both curricular and cocurricular Drama.

The candidate brief 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.



Responsibilities & specification

- Deliver some academic lessons (non-exam years) including planning, preparing and delivering courses and lessons to a high standard
- Support the delivery of GCSE and A Level lessons and exam performances.
- Run a weekly drama club or co-curricular activity
- Support the delivery of the immersive Shakespeare with Year 9 pupils at the end of the summer term
- Reporting and attending parents evenings in line with School and Departmental policy.
- Participate in departmental events, which will require anti-social working hours, including weekends and evenings, where necessary.
- Take a lead role in the direction of one school production and to assist with others.
- Contribute to the creative content and delivery of Arts Week
- Support the department on an academic and co-curricular level, as necessary, and at the request of the Director of Drama.

Personal Specification

Essential

- Background in performance and in the performing arts
- Experience directing with children/young people in the performing arts
- A dynamic, enthusiastic and flexible attitude to work and the ability to contribute creatively and to work well within a busy team.

Desirable

- Dance and or singing experience and the ability to teach acting and direct performance.



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

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

Staff are also provided with lunch within our magnificent dining hall.

Other benefits include cycle to work scheme, 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 the above position, applications should include a completed application form (with reference to the candidate brief) and a covering letter, submitted to hr@haileybury.com by **12 noon on Thursday 26 February 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.





Haileybury

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