



HOUSE PARENT

We require a House Parent for one of our two co-educational Year 13 boarding houses from September 2021. Boarding is at the heart of Christ's Hospital life. The positive transformations that we are able to achieve for many of our pupils is a direct result of the outstanding pastoral care we provide through boarding. Almost every member of the teaching staff contributes to the boarding programme at the School, whether as a House Parent, an Assistant House Parent or as a House Tutor.

We would expect that a House Parent will also be a qualified teacher, able to fulfil a teaching role on a reduced timetable that reflects the nature of the responsibilities that they have in the boarding house.

The School

King Edward VI founded Christ's Hospital in 1552 to take the poor children from the streets of London and provide shelter and education for them. Throughout over 460 years of social and economic change, Christ's Hospital has remained true to its founding principles. It now provides high quality boarding education for children who, but for Christ's Hospital, would not have the chances in life that their potential deserves.

When Christ's Hospital was first founded, male and female pupils were based in what had been the Grey Friars' Priory in Newgate Street and Christ's Hospital retains strong links with the City of London and many City Livery Companies provide financial support to pupils at the School. The School retains many of its ancient traditions, including the everyday use of its unique Tudor uniform, known as 'Housey' and Band Parade.

Around 890 pupils are currently enrolled at Christ's Hospital. Half are boys and half are girls and all are boarders apart from a small number of staff children and day pupils. The main intake each year is at Year 7 with a small number joining at Years 9 and 12. A balanced pupil population is a feature of the School, and children are admitted from a wide range of backgrounds. Selection is based on academic ability, talent in some combination of music, art, drama and sport and the potential to benefit from a first class boarding education. However, the over-riding principle of the admissions process is to help those with need, whether that need be financial, familial or educational.

The School offers a traditional academic education and our expectations of pupils are high. Excellent standards are achieved, with 90% of pupils gaining places at Russell Group universities, art colleges or music conservatoires. Around 10 pupils each year go to Oxbridge colleges.





Currently, over 60% of the cost of running the School is funded by Christ's Hospital's charitable Foundation, with the balance coming from grants from a variety of sources and from fees. Around 75% of pupils receive bursary support; 13% pay no fees at all and just over 20% pay full fees. The resultant mix of pupils is refreshingly down-to-earth and lacking in pretension, but there is an underlying desire to make the most of the opportunities on offer at Christ's Hospital.

The school has a proud tradition of sporting achievement and runs an active and successful extra-curricular programme that includes CCF and the Duke of Edinburgh Award Scheme. Music is outstanding and in addition to the Marching Band, there is a large and impressive Chapel Choir, plus various orchestras, classical ensembles and jazz groups. Drama flourishes with regular productions in the purpose-built theatre and the Art School produces work of a very high order.

The teaching timetable is spread across six days, with lessons on Saturday morning and games or activity sessions on three afternoons each week including Saturday. The school works on a three weekly cycle, with a leave weekend or longer break at the end of every three week period. All staff are expected to contribute to the busy co-curricular programme throughout the year and day staff are required to help out in a boarding house for one evening each week.

Responsibilities and Accountabilities

During term time, House Parents are responsible to the Head Teacher for all aspects of the welfare of the pupils in the house. Additionally, they must oversee the organisation and operation of the house. The House Parent is supported in their role by the Senior Leadership Team, in particular by the two Deputy Heads and the Assistant Head (Pastoral), and by their house team including the two non-resident Matrons.

The post-holder is expected to act professionally at all times and as outlined in the Staff Code of Conduct.

Key Duties:

- To provide an outstanding education (academic, pastoral and broader curriculum) for pupils
- To plan and deliver consistently high quality teaching and learning, and to meet and uphold the core Teachers' Standards (DfE)
- To take responsibility for the day-to-day welfare of the pupils in their boarding house, both day and boarding.
- To manage the house team to ensure the smooth running of the house.
- To ensure compliance with boarding standards, safety standards and School policies and procedures.



- To support additional aspects of the School (marketing and admissions for example) where necessary.
- To support the Head Teacher and Senior Leadership in implementing all aspects of statutory guidance for education and school policy.
- To support the ethos, mission and charitable objectives of the School.

Welfare

- To ensure that each pupil in his/their House receives and takes advantage of the best and most appropriate education programme that the School can provide.
- To promote and provide a communal life for pupils and, where appropriate, their parents and attached staff, academic and otherwise.
- To be resident in the boarding house during term time: the House Parent is always on duty and in charge. The only time when they are not directly and immediately responsible for the house is when the Assistant House Parent is on duty but, even then, the House Parent still retains ultimate responsibility.
- To be available to pupils' parents/guardians as appropriate and respond to their concerns within 24 hours in term-time.
- To ensure that School discipline is adhered to and to promote the values and ethos of the School, as directed by the Head Teacher.
- To promote a positive working atmosphere during prep and lesson times within the boarding house.
- To keep accurate and appropriate records of pupils' welfare.
- To adhere to the School's Safeguarding procedures and policies, and to report any safeguarding or welfare concerns to the DSL as required by the School's safeguarding procedures.

House Team

- To deploy the house tutor team to give pupils access to a variety of adults within a clearly structured framework of academic and pastoral support and to develop and manage the House pupil leadership team.
- To meet regularly and appropriately with: the Assistant House Parent, Matrons and house team to share educational and welfare concerns, important information and to plan.
- To manage the work of the two Matrons, via weekly formal meetings, to ensure the smooth running of the domestic arrangements within the boarding house.

Compliance

- To request maintenance work to be carried out in the boarding house, as necessary, and to liaise with the Assistant Head (Pastoral) over physical improvements.
- To ensure compliance with National Minimum Boarding Standards through discussion with the Assistant Head (Pastoral).



- To be responsible for the expenditure of House funds and to manage pupils' pocket money, where necessary.

This job description reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

Remuneration

Christ's Hospital has its own pay scale, starting at £26,346 and reaching £40,803 depending on teaching experience. House parents receive an additional allowance (also on an increasing scale) starting from £10,365 for housed accommodation and increasing after two and five years in post. In addition, House Parents have a substantial remission from teaching and gas, electric, water rates and Council Tax are covered by the School.

A substantial remission of fees is available for the successful applicant's children at Christ's Hospital, assuming that: a) they meet the normal academic criteria for entry; and b) a place is available.

All new staff appointments are subject to a clear medical check, receipt of satisfactory references including one from the current employer and a cleared Disclosure & Barring Service (DBS) Check at Enhanced Level. The appointment is also subject to a probationary year during which a month's notice to coincide with the end of term can be given by either party without prejudice.

Equal Opportunities and Child Protection. Christ's Hospital is an equal opportunities employer and welcomes applications from all sectors of the community. The school also follows current Child Protection procedures for the appointment of new staff.

Safeguarding and Personal & Professional Conduct

All staff are required to follow published statutory guidance and the School's Child Protection and Safeguarding Policy at all times and to share in the corporate commitment to promoting the safety and welfare of students.

In addition to a thorough understanding of safeguarding procedures, staff are expected to demonstrate consistently high standards of personal and professional conduct.

This job description is not intended to be comprehensive. It will be reviewed regularly and may need to be modified. It should be read in conjunction with Teachers' Standard published by the DfE which "set a clear baseline of expectations for the professional practice and conduct of teachers and define the minimum level of practice expected by teachers in England." https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/665522/Teachers_standard_information.pdf



Person Specification – House Parent

Essential	Desirable
Qualifications	
Honours degree or equivalent in a subject area taught at Christ's Hospital or related subject PGCE (secondary phase), GTP or commensurate teaching experience	Qualified Teacher Status Evidence of further professional development/ study e.g. Masters, PhD, MBA, other
Experience / Abilities	
<p>Previous experience of working in the boarding sector within a pastoral role</p> <p>Experience of/evidence of ability to teach their subject at Key Stages 3-5A with a proven record of consistently good or outstanding classroom practice</p> <p>Evidence of teamwork in all aspects of professional life</p> <p>Able to set and model high expectations for learning and behaviour</p> <p>Able to uphold the ethos, policies etc. of the school</p> <p>Clear evidence of a willingness and ability to participate positively and fully in the whole life and work of the school including broader curriculum, pastoral and ceremonial aspects</p> <p>Ability to respond flexibly and adapt to changing and challenging circumstances</p>	Experience of/ ability to teach a second subject to Key Stage 4
Knowledge, Skills, Aptitudes	
<p>A clear understanding of the National Curriculum and its application</p> <p>An understanding (or development) of pastoral skills and knowledge either through experience or delivered courses</p>	<p>Understanding of the main issues affecting children today, whether educational, emotional or pastoral</p> <p>Willingness to develop subject knowledge beyond specialism</p>



<p>Excellent subject knowledge, including the ability to teach at Key Stage 5</p> <p>A clear understanding of how learning develops in your subject area</p> <p>A reflective practitioner, ensuring culture of continuous improvement with clear strategies for dealing with professional setbacks/disappointments</p> <p>Evidence of ability and willingness to make a clear and active contribution to the broader - curriculum</p> <p>Able to use ICT effectively to support learning and administration</p>	<p>Willingness to explore pupil-related areas of interest</p>
<p>Personal Qualities</p>	
<p>Effective time management skills</p> <p>Resilient and able to meet deadlines and work with sustained pressure and periods of stress and challenge</p> <p>Generally able to achieve and bring balance between professional and personal life</p> <p>Personable and able to work well with a diverse range of personalities and those with differing experience</p> <p>Able to offer help/support to others and open to accepting help</p>	



Statutory / Policy	
<p>Evidence of:</p> <ul style="list-style-type: none">• Eligibility to work in the UK• Full understanding of safeguarding requirements and how teachers promote the welfare of children• Commitment to implementing whole school/staff policies relating to the safeguarding of children <p>Able to obtain satisfactory:</p> <ul style="list-style-type: none">• Enhanced DBS• validated references• fitness for work• overseas police checks (where applicable)	

The above will be evidenced by a variety of means including: Application Form; Letter of application/ Personal Statement; References; Interviews; Relevant Testing; Documentation required upon interview; checks done via the Teaching Regulation Agency and other statutory pre-employment checks.