



# Boarding Houseparent

<b>Key Facts</b>		<b>Contract Type</b>	Full-time, permanent
<b>Hours:</b>	4.00pm - 9.00am 5 days a week (incl. weekends)	<b>Line manager:</b>	Deputy Head (Head of Residential)
<b>Salary:</b>	Internal payscale	<b>Department:</b>	Boarding

## Role Overview and Key Responsibilities:

This residential, non-teaching role involves responsibility for the care, welfare and development of boarders, working within a team of houseparents and reporting to the Deputy Head (Head of Residential) and Headmaster. The post-holder supports pupils' emotional, physical, social and educational wellbeing while fostering a strong community ethos and participating fully in the School's extracurricular life. Key duties include safeguarding, record-keeping, liaising with parents and professionals, supervising daily routines, supporting medical needs, leading activities, and maintaining compliance with national standards and school policies. Full training is provided, including completion of the NVQ Level 3 in Residential Childcare, and the role requires flexibility to meet the evolving needs of the boarding community.

## About the Department:

Our boarders benefit from a supportive, close-knit residential staff team and form part of a caring community of just under 80 pupils, most of whom board during the school week. While the School cannot replace a family home, boarding at More House offers a secure, stimulating environment that builds social confidence, personal responsibility, resilience and individual interests. Boarding options include full, weekly and part-week stays, all supported by ongoing investment in facilities and a strong partnership between parents and the School. High levels of care and enrichment are ensured through dedicated houseparents, a strong staff team, daily activities, supervised prep, and a focus on developing independence and wellbeing.



**Kindness**

**Spirit**

**Responsibility**



## Person Specification

Attributes	Essential	Desirable	Assessed*
Relevant experience supporting the care, wellbeing or pastoral needs of children or young people in a residential, educational, or comparable setting.	X		A
Strong commitment to safeguarding, health and welfare, with the ability to act in accordance with school policies and statutory guidance.	X		I
Effective communication skills, including professional use of English and the ability to build positive, respectful relationships with pupils, parents and colleagues.	X		A/I/T
Good organisational and administrative skills, including time management and accurate record-keeping.	X		A/I
Competent IT skills appropriate to a school or residential care environment.	X		A/I
Right to work requirements, including the ability to travel for school-related duties where necessary.	X		A
Qualifications or training relevant to residential care, education, or pastoral support (or willingness to work towards these with school support).		X	A
Knowledge or awareness of relevant regulatory frameworks (e.g. National Minimum Standards for Residential Special Schools).		X	I
Experience leading or supporting extracurricular or recreational activities that engage and support young people.		X	A/T
Additional practical qualifications, such as First Aid or minibus driving (or willingness to undertake training).		X	A

\*A - Application | I - Interview | T - Task

**More House School** is firmly committed to safeguarding and promoting the welfare of children and young people.



# Our People Promise



## Wellbeing & Support

- Access to a confidential Employee Assistance Programme for personal and professional support.
- Free use of on-site fitness gym to support your health and wellbeing.



## Everyday Convenience & Value

- Free on-campus parking set within the School's beautiful grounds.
- Cycle to Work Scheme to support sustainable and healthy commuting.
- Access to high-street and lifestyle discounts, including teacher discounts and Blue Light Card-style savings, offering reduced prices on shopping, dining, travel, and entertainment.



## Great Food, On Us

- Award-winning complimentary meals provided during working hours in the School's refectory.



## Pension & Financial Security

- Teaching Staff: Access to a defined contribution pension with a highly competitive 21.3% employer contribution, including Death in Service and Income Protection cover. Eligible employees may alternatively remain in the Teachers' Pension Scheme (TPS), with the option to make up any difference above the 21.3% employer cap via a salary adjustment (further details available).
- Non-Teaching Staff: Membership of the NEST pension scheme, with employer contribution to support long-term financial wellbeing.



## Career Development & Training

- A comprehensive induction programme, including a fully funded, nationally recognised Level 3 SEND qualification.
- Ongoing professional development, specialist qualifications, and continuous learning supported through INSET days and training opportunities.



# Safeguarding, Equality, and Data Protection

## Safeguarding Statement

This role is deemed to be one of working in regulated activity, meaning that the post-holder may expect to come into unsupervised contact with children and young people frequently in the discharge of their duties on-campus. As such, the expectations of conduct, required of all adults working at More House School, apply to this position, as does a full Safer-Recruitment vetting process of any appointee. A key responsibility of all adults working within the School is that of ensuring the effective safeguarding of all children and young people, through adherence to the School's policies; full-training is given.

This post is subject to an Enhanced DBS clearance and the receipt of satisfactory references before a formal job offer is confirmed.

## Equal Opportunities Statement

More House School is an equal-opportunities employer. We welcome applications from candidates of all genders and backgrounds. All appointments are made strictly on merit.

## GDPR and Data Protection Statement

By applying for this role, you agree that More House School may process your personal data for the purposes of recruitment and selection, in accordance with GDPR / UK GDPR. Information you provide will be used only for assessing your application, progressing the recruitment process, and carrying out any necessary pre-employment checks. Your data will be stored securely, accessed only by authorised staff, and retained in line with our data retention policy. You have the right to access, correct, or request deletion of your personal data at any time. Further details are available in our Privacy Notice.

