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Recruitment Information Pack

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## Residential Matron

Location - Holt, North Norfolk, UK

*Gresham's School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.*

# Message from Douglas Robb, Headmaster

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I am delighted that you are considering Gresham's as an employer and hope that you will want to apply for this position once you have found out a little more about us.

Gresham's is an independent co-educational boarding school based in the beautiful Georgian town of Holt, in North Norfolk. The School occupies a large campus across three sites: Nursery and Pre-Preparatory, Preparatory and Senior Schools, with approximately 800+ pupils ranging from 2 years to 18 years. We currently employ almost 400 staff in positions such as teaching and pastoral care, finance, information technology, administration, site services and maintenance, and catering.

We take great pride in our reputation and recognise that this is built on, the commitment and skills of our staff. The success of the School and the well-being of staff and its pupils depends very largely on co-operation, trust and respect between us.

We recognise that much time and thought goes into preparing an application, and we in turn, will give your application serious consideration, should you decide to apply.

If you would like to visit the School before sending in your application, please do not hesitate to contact our HR department (01263 714623) who will make the necessary arrangements.

With best wishes,

A handwritten signature in black ink, reading 'Douglas Robb', with a long horizontal flourish extending to the right.



# Edinburgh House

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Edinburgh House has a nurturing, friendly atmosphere where all girls' talents and interests are valued and supported. It currently comprises of 74 boarders and day girls aged 13-18. The girls are always at the heart of House initiatives. Last year this included, among other activities, designing and making our garden furniture, planning and leading a charity entertainment evening, and sourcing and naming our House chickens!

We want our girls to be happy, to work purposefully and to make the very most of their opportunities. We are very proud of our strong House spirit and of the strong friendships, which are made across and between year groups. Whilst our girls are encouraged to be kind and caring, these friendships also are nurtured by House events, such as our popular Bake Off competition and by year group and inter-house socials. On a Saturday night we often eat as a House 'family': pizza making is especially popular! We are keen that our girls learn how to achieve balance in their busy school lives too: the girls enjoy trips to the sea and yoga lessons in the Common Room.

Emma Fern, Housemistress, lives in Edinburgh House with her husband, Chris, and their two daughters. They have two Labradors, Monty and Betty. Two other members of staff, Alma Santiago, Assistant Housemistress, and Amy Cann, Teacher of Psychology, also live and work in Edinburgh alongside a team of Tutors and domestic staff.



# Job Description: Residential Matron (Edinburgh House)

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REPORTING TO: Housemistress of Edinburgh and Head of Boarding

The role of the Matron is primarily concerned with the health, welfare, pastoral care and safety of boarding and day pupils between the ages of 13 and 18. Matrons are required to work and liaise closely with pupils, parents and staff. The Matron often acts as a point of contact, not just between parents/pupils and the School but between parents and their children and vice versa, under the direction of the Housemaster or Housemistress (HSM).

Matrons are fully resident during term time and, when on duty, help provide 24-hour cover in conjunction with other House Staff within the boarding environment.

Matrons are given two full days off per week, which is to be decided with the HSM in conjunction with other Matrons. In addition, Matrons receive 6 hours off per day, the timings of which are agreed with the HSM. Accommodation is provided within the building of the House itself. In Edinburgh, the Matron's accommodation is a modern, two-bedroomed downstairs flat with private garden-entrance access.

## TASKS AND DUTIES

- Maintain continuing awareness of matters relating to the general health, well-being and welfare of pupils and take action accordingly.
- Be a reliable and visible 'presence' when on duty for all pupils, whatever their needs.
- Be available to pupils, parents and staff to advise, guide and support as necessary and act as an intermediary on occasion to both raise and resolve problems and issues, including those of a medical or welfare nature.
- Refer medical matters that cannot be immediately resolved to the Health Centre, the School Doctor or emergency/hospital surgeries as appropriate and ensure appropriate follow-up.
- Together with Housemaster/Housemistress and laundry staff, ensure that pupils' cleanliness, appearance and general presentation/behaviour is appropriate and that they have the necessary uniform, clothing and 'consumables' that they require.
- Implement the requirements of the National Minimum Standards for Boarding Schools with regards to ISI inspections.
- Liaise with the Services and Maintenance Managers on matters relating to House support services and the activities of support staff.
- Manage the day to day activities of the House Cleaners, and carry out their annual appraisal.
- Attend Boarding House Meetings.
- Attend and help run House and School activities and events, including annual induction and Open Days
- Transport and accompany pupils to medical appointments (or similar).
- Deal with all medical matters/emergencies as appropriate administering non-prescriptive care/medicine as necessary. Oversee the distribution and administration of prescribed medicines when required.
- Oversee the end of term cleaning and end of holiday preparation of the House, identifying repairs/replacement/maintenance issues to be addressed.
- Participate in the induction of domestic staff allocated to the House and ensure adequate supplies and safe storage of cleaning materials, equipment, medical items and other domestic materials.
- Participate in the School's performance management and review processes.
- Provide appropriate staff-cover arrangements for other Matrons if required.
- Keep generally up to date with developments and activities in Gresham's.
- Ensure a sufficient familiarity with School and Government regulations and codes of practice relating to Health and Safety, Bullying, Substance Abuse, Child Protection and Safeguarding – in line with current school policies. Update knowledge on a regular basis.
- Maintain own professional care skills and first aid certification.
- Actively promote the fundamental British values of democracy, the rule of law, liberty, and mutual respect and tolerance of those with different faiths and beliefs.

# Key Requirements

Qualifications	Essential	Desirable
A good standard of general education	✓	
Equivalent of NVQ2/3 in Care		✓
Child protection/Safeguarding training (training will be given)		✓
Basic First Aid qualified	✓	
Driving licence (and preferably own car)	✓	
Work Experience	Essential	Desirable
Work as a carer/auxiliary in a school, hospital, care home		✓
Experience of working with young people	✓	
Responsibility for related planning, organisation and administration	✓	
Management of a wide variety and levels of relationships	✓	
Personal Competencies and Skills	Essential	Desirable
Strong vocational affinity for working with young people	✓	
Have a warm and sympathetic personality	✓	
Excellent interpersonal, people and relationship management skills	✓	
A well organised, practical and calming influence	✓	
A skilled intermediary – empathetic and sympathetic but firm	✓	
Ability to relate to young people	✓	
Flexible attitude towards work	✓	
Positive ‘can-do’ attitude	✓	
Ability to communicate effectively	✓	
Confident working unsupervised	✓	
Ability to work in a team	✓	
Be practical and keep a cool head in emergencies	✓	
Competent IT skills	✓	
Sense of humour	✓	
Professional appearance and manner	✓	
Personally committed to CPD	✓	
Supports Gresham’s culture and ethos	✓	

## REMUNERATION AND OTHER BENEFITS

The salary for this position will be based on Gresham’s Support Staff pay structure.

- Accommodation (Matrons are required to purchase their own individual TV Licence)
- School’s Contributory Pension Scheme (after completion of three months’ service)
- Private Health Scheme
- Free meals while on duty (term time)
- Car parking on site is also available

# Personal Details

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**Eligibility to work:** For all posts, we are legally obliged to confirm that the appointee is eligible to work in the UK before they start working for us. When you apply for positions it is important that you are aware of your eligibility status as government restrictions apply to the employment of migrant workers. If an applicant selected to be appointed requires permission to work in the UK, Gresham's may issue a conditional offer of employment subject to the School being able to sponsor the applicant.

For more information, visit the Home Office website at <http://www.bia.homeoffice.gov.uk/workingintheuk/>

## Equal Opportunities Monitoring Form

In order that we can continue to develop our commitment to equal opportunities you are asked to complete the Monitoring Form. This will be detached from your application on receipt and kept securely within the HR Department. It is used purely for monitoring the effectiveness of the School's Equal Opportunities Policy Statement and will not be seen by those responsible for shortlisting and interviewing. A copy of the School's Equal Opportunities Policy Statement is available on request.

## Retention of Records

The application forms of unsuccessful candidates will be held confidentially in the HR Department and destroyed after three months.

All documents resulting from the interview process will be retained on file by the HR Department and destroyed after six months (Data protection policy available on our website: [www.greshams.com](http://www.greshams.com)).

**Disclosure and Barring Service:** Gresham's aims to promote equality of opportunity for all and therefore welcomes applications from a diversity of candidates. Criminal records will be taken into account for recruitment purposes only where the conviction is relevant.

As the School meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, your offer of employment will be subject to an enhanced disclosure from the Disclosure and Barring Service (DBS) before the appointment is confirmed.

## Interview Process

If you are invited to attend an interview you will be required to provide evidence of identity, from the following examples:

- **Passport and/or UK driving licence (including a photo-card);**
- **A UK birth certificate**
- **UK firearms licence**
- **EU photo identity card**
- **A utility bill or bank/building society statement showing your name and home address (less than three months old);**
- **Documentation confirming your National Insurance Number (P45, P60 or National Insurance Card);**
- **Original documents confirming any educational and professional qualifications referred to in your application form.**

If you have changed your name by deed poll or any other mechanism (e.g. marriage, adoption, and statutory declaration) you will be required to provide documentary evidence of the change.

In advance of your interview you will be asked to complete an application form for an enhanced Disclosure which you should bring with you, along with your identity documents. In the event that you are unsuccessful please be assured that your DBS application form and photocopies of documents taken will be destroyed immediately.



**For Teaching Posts:** You will be contacted prior to your interview with the details of at least one teaching lesson that you will be expected to take. The interview process will involve a number of interviews with different members of staff and a tour of the School and/or department.

**Support Posts:** As well as a face to face interview, the selection process may include some other form of assessment e.g. administrative test, demonstration of practical skill, a presentation, etc.

### **Conditional Offer of Appointment**

Any offer to a successful candidate will be conditional upon the following:

- receipt of a minimum of two satisfactory references;
- verification of identity and qualifications;
- a satisfactory DBS (Disclosure and Barring Service) disclosure;
- verification of professional status such as Qualified Teacher Status (QTS), where required, verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999);
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance;
- Verification of medical fitness. Completion of a medical declaration and satisfactory medical examination in certain circumstances;
- Completion of Educare Child Protection Training.

### **Safeguarding**

All adults working at Gresham's should be aware of their responsibility to safeguard and promote the welfare of every pupil, both physical and emotional both inside and outside the school. This involves ensuring that pupils are protected from significant physical or emotional harm and having a positive commitment to ensure the satisfactory development and growth of the individual. Everyone working in the School should be aware of, and when necessary, to follow the School's Child Protection Guidelines, which are in line with the Safeguarding Children's Board (OSCB's) practice and procedures.

Gresham's has a Child Protection Policy, and guidelines to follow in the event of being told of, or becoming aware of child abuse. It is a mandatory requirement that all staff are trained in generalist safeguarding as part of their terms and conditions of employment.

### **Warning**

Where a candidate is found to be on the DBS Children's Barred List or the Protection of Children Act List, or the DBS disclosure shows he/she has been disqualified from working with children by a Court; or found to have provided false information in, or in support of, his/her application; or the subject of serious expressions of concerns as to his/her suitability to work with children the facts will be reported to the Police and/or the DfES Children's Safeguarding Operation Unit.

### **Queries**

If you have any queries at all about your application or the recruitment process, please contact the HR Department on 01263 714623 or email [hr@greshams.com](mailto:hr@greshams.com).

# How to Apply

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## Residential Matron

If you would like to apply for the position of Residential Matron, you will need to complete an application form. Completing the application form is the first stage of the selection process. The information you provide will be used to decide whether or not you will be shortlisted for further stages/an interview. It is therefore very important that you complete your application form accurately and as fully as possible, including all the information you think is relevant.

### Completing your application form

- Please read through all information provided before completing your application form;
- We require information about all applicants to be presented in a consistent format: **Please do not submit a CV;**
- Complete all sections; do not leave any blanks enter N/A if not applicable and provide as much information as possible;
- Continue on a separate sheet if you require more space to complete any section.

### Guidance for the completion of the section 'Statement of Qualities/Attributes'

This is an important section of the application form as it gives you the opportunity to tell us specifically why you think you should be considered for the job, showing how well your skills, abilities and experience meet our requirements. Please provide clear examples when outlining all your experiences whether relevant or not.

For teaching staff it is important that you use this section of the application form to outline how you will contribute to extra-curricular activities at Gresham's.

### References

All offers of employment are subject to the receipt of a minimum of two satisfactory references. One of your references must be from your current or most recent employer. If your current/most recent employment does/did not involve working with children, then the second referee should be from the employer with whom you most recently worked with children (this applies to teaching posts). **Neither referee should be a relative or someone known to you solely as a friend.**

- Shortlisted applicants for teaching posts are advised that references will be taken up **prior to interview**.
- Shortlisted applicants for support posts are advised that references **may be taken up prior to interview**.

**Please note, unless you ask us not to we will assume it is acceptable to contact your referees at any time.**

**Submission of applications** - All application forms should be returned to, [applications@greshams.com](mailto:applications@greshams.com) or by post to:

HR Department  
Gresham's School  
Old School House  
Church Street  
NR25 6BB

Please submit your application by the closing date of **21<sup>st</sup> October 2018**. Interviews will be held on 30<sup>th</sup> October 2018. If your application is submitted after this time, we will not be able to accept it.

If you wish to talk informally about the role or the House before applying, please contact Mrs Julie Flower, Head of Boarding, at [jflower@greshams.com](mailto:jflower@greshams.com) or 01263 714621

*Start Date: January 2019, or before if notice period of successful candidate permits*

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*Please be aware that if you have not heard from us within 21 days of the closing date, unfortunately, your application has been unsuccessful. Due to the overwhelming response we receive to our vacancies we provide feedback only to those applicants who are interviewed.*





*THE GRESHAM'S ETHOS IS THAT RESPECT SHOULD BE SHOWN TO ALL:  
TEACHER TO PUPIL, PUPIL TO TEACHER AS WELL AS PUPIL TO PUPIL AND TO THE WIDER COMMUNITY.*



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