

**Job Title:** Graduate Resident Assistant **Job Reference No:** 19-20041 **Responsible to:** Deputy Head **Hours per week:** Full time **Salary:** £11,250 per annum + accommodation

**Contract:** 1 year fixed term contract

**Background**

Taunton School was founded in 1847. It is an independent day and boarding school for approximately 1,150 boys and girls, aged from 0 - 18 years, with approximately 400 boarders. We aim to challenge, nurture and inspire young people to succeed in a global community.

GRAs are responsible to the Principal through the Deputy Head for the International Schools. It is a key part of the GRA role to live in and sleep on site and to take most of their meals with students and other staff. GRAs provide invaluable assistance with boarding house duties and also play a full role during the school day and participate in weekend sports, trips and activities.  
  
GRAs occupy a special position in the House as students’ confidantes but they are first and foremost members of staff and must always ensure that their behaviour reflects that prime responsibility. First Aid, Fire and Child Protection training will be given.   
  
Hours of work in term time are demanding, however it is always found with such appointments that the more one puts into the life of the school, the more rewarding it becomes.  
  
**MAIN TASKS**  
GRAs are required to:

* Support the house staff in creating a warm and friendly atmosphere and fostering a happy community spirit, especially for students newly arrived at the School;
* Help students learn the routines of the boarding house and assist with any problems. Any concerns about the wellbeing of students must be brought to the attention of the Assistant Principal;
* Uphold the rules of the House and pass on breaches of the rules to the Assistant Principal;
* Participate in the evening and overnight duty rota under the direction of the senior member of staff on duty. Duties will include supervising prep, helping with bedtimes and providing overnight staff cover in the boarding house;
* Participate in the weekend duty rota under the direction of the house staff. Duties will include organising and actively engaging in games and activities;
* Accompany staff on excursions and activities as required;
* Assist the PE / Games staff in the weekly programme of Sports or the Music / Drama departments with their activities (as appropriate). This may include running one of the School’s sports teams;
* Provide cover for lessons on occasions;
* Assist the administration staff with office tasks as required;
* Supervising students during break times and assisting with classwork on a 1:1 or small group basis;
* Working with pupils during prep (homework) sessions to ensure they are working on task and supporting their needs;
* Help to organise travel arrangements, liaising between students and administration staff;
* Attend staff meetings as required;
* GRAs are also given the opportunity to participate as required in Taunton School International’s summer school for which separate remuneration is paid.

The duties and responsibilities shown above are not intended to be exhaustive and the post holder will be expected to be flexible and to take on new responsibilities as necessary to meet the

changing needs of the School

In relation to the pupils, GRAs are expected to:

* Promote the general progress and wellbeing of all individual pupils under your supervision and care;
* Provide guidance and advice to pupils on educational and social matters or assist them in speaking to an appropriate member of staff about any such matters;
* Be sensitive to social relationships between children;
* Promote good behaviour and be on the lookout for any signs of physical and emotional bullying;
* Be responsible for the pastoral care of each child within any activity, session or in carrying out any of your duties around the School;
* Be familiar with the following School documents:

(i) Rewards and Sanctions, Code of Practice, Anti-Bullying Procedure;

(ii) Complaints Procedure;

(iii) Principles and Guidelines;

(iv) Child Protection Policy.

In relation to staff, GRAs are expected to:

* Liaise with their line manager on at least a weekly basis;
* Participate in Inset Days at the beginning of each term, or as otherwise arranged;
* Actively seek help or guidance from other experienced staff in case of any uncertainty;
* Feed all relevant information –from concerns to congratulations- about children or activities back to the senior staff member responsible for that individual or session.

**JOB SKILLS**

* Enthusiasm about young people in education;
* Use own initiative and being a good role model;
* Keen sports coaches or specialists in Music / EAL / SEND;
* Caring and sensitive to the needs of all students;
* Cheerful and willing with a flexible and ‘can do’ approach;
* Able to carry out instructions reliably and efficiently;
* Excellent communication skills;
* Leadership skills and taking personal responsibility;
* ICT literate;
* Able to give attention to detail;
* A National Pool Lifeguard Qualification and driving licence would be an advantage but are not essential.

**Terms and Conditions:**

Salary: £11,250 plus accommodation, board and lodgings

Other Benefits: Discounted Sports Club Membership

Contributory Health Scheme (when probation period completed).

Taunton School is an equal opportunities employer and sets out to be caring and reasonable in its approach to all staff; it values its staff and has been accredited with the Investors in People gold standard.

Taunton School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The ethos of the School is a shared responsibility to which teachers are expected to make a significant contribution. The expectation is that staff will be positive and contribute cheerfully to the life and work of the School.