



CHRIST'S HOSPITAL

A SCHOOL LIKE NO OTHER

# BOYS' HOUSE PARENT (MIDDLETON A)

**Required for September 2024**

[www.christs-hospital.org.uk](http://www.christs-hospital.org.uk)

# Introduction

At the heart of Christ's Hospital is a mission which has stood for over 470 years: to challenge inequality by providing a nurturing transformative education for young people from all backgrounds. The school prides itself on its academic excellence, rich history, charitable ethos, stunning buildings and site, rewarding work environment, and diverse community. It is in the independent sector, but we are far from being a typical independent school.

We take pride in being the most diverse independent school in the UK, where individuals from all backgrounds come together to share experiences and broaden perspectives. Our students come from London and the southeast and, increasingly, from further afield in the UK; we also welcome students from overseas, including Hong Kong, China, Germany, and Italy. Our commitment to social and cultural diversity fosters an inclusive environment, preparing our students to navigate a globalised world with kindness, inclusivity, responsibility, perseverance and individuality.

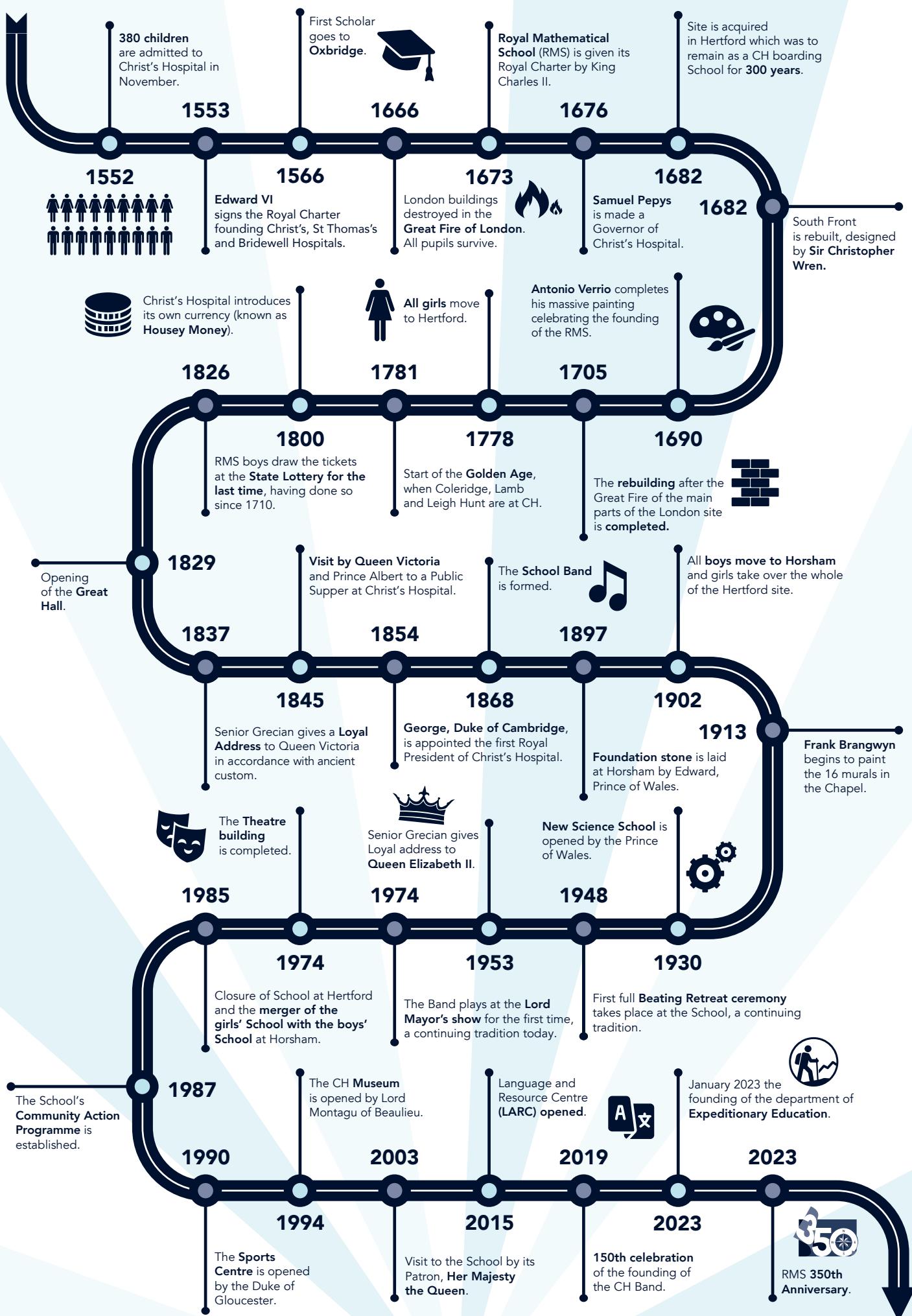
CH (as it is affectionately known) provides more financial support to its students than any other school in the sector. In the current academic year, 80% of our students come to us from state schools. More than 75% receive financial support, with 10% paying nothing and a further 24% paying less than 10% of the full fee. We have full fee payers from the UK and overseas, approximately 22% of students this year; staff children make up the balance. Many students start at CH having already faced significant challenges in their young lives. CH provides them with a safe and secure place to develop and achieve their full potential. Many will be the first in their family to attend university; they don't have that easy certainty of aspiration and success that can characterise their peers in independent education.

The school offers a varied and interesting curriculum inside and outside the classroom as well as facilities which would be the envy of many schools. All aspects of holistic education have challenge and opportunity at their core. We have recently developed a comprehensive expeditionary education programme and are in the process of building a state-of-the-art athletics track and exercise Exploratorium which will complement its inclusive learning environments. CH bases its experience in continuous learning and growth, for our students and staff. We provide frequent, personalised, and comprehensive professional learning opportunities that empower our staff, ensuring they are abreast of contemporary educational thinking. This commitment translates into improved educational experiences for our students.

So, why come to CH? Because our students are inspiring; because you get to share in their achievements and see them reach a potential that might otherwise be frustrated by their home and financial circumstances; because every day you learn something new; because you get an opportunity to push back against the limits and constraints that a lack of social mobility implies; because it is fun, stimulating and ultimately satisfying to work with young people who want to achieve.

If this, and the information that follows suggest that CH is a place to which you can bring relevant personal and professional experience and where you can make a real difference to the lives of our young people and to your colleagues, please do think about joining us at Christ's Hospital. It is a place where you can contribute to a transformative education for our students and therefore go about creating positive change in the world beyond.

## OUR JOURNEY SO FAR



# Academic Life

Christ's Hospital prides itself on delivering a vibrant curriculum that has both challenge and opportunity at its heart.

The CH curriculum is made up of three interwoven parts; a stimulating academic curriculum which covers everything inside the classroom, an extensive broader curriculum which encapsulates everything outside the classroom and a nurturing pastoral care programme which supports personal development. All three complement and support the progress of our students at every stage.

In Year 7 and Year 8 the focus is on a diverse academic curriculum offering the students an abundance and breadth of experiences. In Year 8 the students are challenged to deliberate, rationalise and debate the world around them. They also add a further Modern Language to their learning. In Year 9, in addition to exploring the core subjects, they select a further five subjects from the 16 available to study in more detail. In readiness for their GCSEs, this is slimmed down to four optional subjects in Year 10 to allow for greater depth and exploration.

Finally, in the Sixth Form, students' scholarship is stretched in a stimulating blend of; core A level subjects, independent study through individual project work and CH's bespoke Learning for Life programme. The final two years require a willingness to engage with intellectual challenge whilst benefitting fully from the breadth of CH's unique curriculum.

Christ's Hospital provides a dynamic curriculum that supports the progress of students at every stage, fostering intellectual growth and nurturing their potential.



# Broader Curriculum

In the broader curriculum, our aim is to offer varied and rewarding experiences that allow students to discover and develop new interests and talents.

Our diverse curriculum emphasises the importance of life skills and offers an extensive range of activities such as sports, music, art, drama, and outward-bound adventures. Students have the opportunity to participate in clubs, societies, and extracurricular activities, including expeditionary education, the Duke of Edinburgh's Award, Young Enterprise, chess, debating, and public speaking. These activities provide valuable opportunities for personal growth and skill development.

We also offer the Combined Cadet Force (CCF), which provides unforgettable experiences for students, fostering teamwork and leadership skills. The Model United Nations (MUN) project is another thriving initiative that enhances students' leadership and diplomatic abilities. Our school trips take students all around the world, providing them with unique cultural experiences. Recent trips have included visits to New York, sailing the Aegean Sea and exploring various countries in Europe.

Additionally, our community action programme teaches students the importance of society and citizenship. Through it, students engage with the elderly, primary school children, and individuals with special needs, allowing them to cultivate empathy and social responsibility.

Our broader curriculum not only prepares students for the wider world but also complements and strengthens their academic studies. We encourage and support each student to identify and embrace new challenges, fostering a culture of continuous growth and development.

Overall, the diverse and rewarding opportunities that our broader curriculum offers helps to shape well-rounded individuals who are equipped to thrive academically and beyond.



# Pastoral Care

Christ's Hospital places great importance on delivering the highest standards of pastoral care to its students. The close-knit boarding houses are a fundamental aspect of day-to-day life at the school and play a crucial role in providing a supportive and nurturing environment.

The Houses create a sense of community and act as a 'home away from home' for all students. Each student belongs to one of the 16 boarding houses or two Upper Sixth Form residences. Within their designated House, students find a supportive network of peers and House staff who provide guidance, support and care throughout their time at the school.

The House staff, including Houseparents, Matrons, and Tutors, are dedicated to the well-being and welfare of the students in their care. They take a holistic approach to pastoral care, focusing on the social, emotional and personal development of each student.

Through the Houses, students have access to a wide range of help and guidance, including academic support, extracurricular involvement, and personal development opportunities. The Houses foster a sense of belonging, friendship, and camaraderie among students, creating a supportive and inclusive community.

Christ's Hospital takes pride in its commitment to providing exceptional pastoral care, ensuring that students feel safe, cared for and supported throughout their educational journey.



# Location and Facilities

Christ's Hospital is located West Sussex, nestled in 1200 acres of stunning countryside between London and Brighton. It is conveniently situated 20 miles south of London Gatwick Airport and 45 miles from London Heathrow Airport. The school benefits from its own mainline railway station, with regular trains to London, Gatwick Airport and the South Coast.

The campus of Christ's Hospital is truly majestic, making a lasting impression from the moment you arrive. The grounds feature sweeping sports fields, beautiful buildings and a spectacular Quad.

Teaching takes place in 90 well-equipped classrooms organised by department. Each classroom is equipped with specialist resources and dedicated facilities to enhance the learning experience. The library at Christ's Hospital offers access to over 20,000 books, newspapers, and journals. It also features a fully integrated online catalogue system, providing additional resources for students.

The school boasts 16 boarding houses, two Upper Sixth Form residences, a purpose-built theatre, a modern sports centre, a music school and an art school.

Christ's Hospital has an ongoing program of renovation and rebuilding which ensures that the facilities remain modern and up-to-date. This commitment to maintaining the site reflects the school's dedication to providing a high-quality learning environment.

The majority of students and teachers live on site, creating a close-knit community where staff and students feel happy and secure.



# Working at CH

Christ's Hospital employs over 450 staff and has a diverse range of employment opportunities, ranging from teachers, plumbers, electricians, school nurses, accountants and sports coaches. Everyone employed by Christ's Hospital has a direct or indirect impact on the students who live and study at the school. Our students come from every possible ethnic and socio-economic background, bringing a social and cultural diversity that enriches our school community and makes us unlike any other independent school in the UK.

Christ's Hospital is listed by the Social Mobility Commission as one of the suggested organisations and the only school for companies to work with to increase social mobility in the UK. We are extremely proud to have won two awards during 2022: the Gold Award at the UK Social Mobility Awards, and the Judges' Special Award for Contribution to Social Mobility at the Independent School of the Year 2022 awards ceremony.

Christ's Hospital is a 24-hour operation during school term times, and we require flexibility from those who work here; some of the roles within the organisation are live-in. Often these roles will require early starts and later finishes but benefit from housing for this purpose.

- CH is in a beautiful rural setting of 250 acres but is only a five-minute car trip to Horsham. It also has its own train-station, with Horsham two minutes away, Gatwick 20 minutes and Victoria just under an hour. The south coast is easily accessible and the Guildford-Shoreham Downslink runs just outside the school.
- Accommodation may be available for right candidate. The majority of teaching staff are housed near or in the school.
- The school is financially stable, with places in our Year 7 and Year 9 being over-subscribed every year and we run a waiting list. It is backed by strong financial planning and continues to make extensive contributions to our students' bursarial support.
- CH has a thriving ECT and induction programme for new teaching staff. Teachers also benefit from a comprehensive, and bespoke, Professional Growth Programme which operates alongside external courses and school-wide INSET. PGCE, Masters and further training have all been funded for staff.
- Staff children, having satisfied the entrance criteria, benefit from a considerable reduction in fees.
- Membership of Blue Coat Sports, the school's sports centre, comes at a significantly reduced cost, starting at under £10 per month for a family. More information about BCS can be found <https://www.bluecoatsports.co.uk/>.
- Free lunch and other refreshments are available for staff throughout the day, and breakfast and teas are also provided for staff on boarding duty days.
- CH has a thriving community for all staff and their families. The Common Room bar is well-used and supported, and there are numerous events throughout the year where colleagues gather to enjoy each others' company.
- Discounted theatre and concert tickets for public events held in the school theatre. Access to the school library and resources centre.
- Free car-parking for all staff working on-site.

Christ's Hospital is committed to safeguarding and promoting the welfare of children and young people and expects all staff, visitors and volunteers to share this commitment. We follow safer recruitment guidelines, including carrying out on-line searches on shortlisted candidates to check suitability to work in an environment with children.

LOCATED  
BETWEEN  
GATWICK  
AND  
BRIGHTON

STRONG GCSE  
AND A LEVEL  
RESULTS

FOUNDED  
IN 1552  
BY KING  
EDWARD VI



CHRIST'S HOSPITAL

A SCHOOL LIKE NO OTHER

THE FAMOUS CHRIST'S  
HOSPITAL BAND WAS  
FOUNDED IN



SITUATED IN 250 ACRES  
OF STUNNING SUSSEX  
COUNTRYSIDE



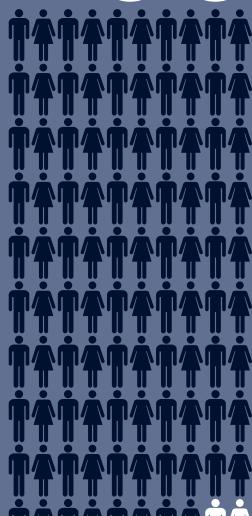
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www.christs-hospital.org.uk



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98%  
OF LEAVERS  
GOING  
ON TO  
TOP  
UNIVERSITIES

900



PUPILS



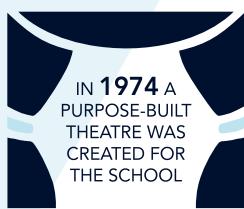
EQUAL  
SPLIT  
BOYS  
AND  
GIRLS

EXTENSIVE  
COMMUNITY  
ACTION AND  
OUTREACH  
PROGRAMME



EASY ACCESS TO  
INTERNATIONAL  
AIRPORTS AND GOOD  
ROAD AND  
RAIL LINKS

FAMOUS  
UNIFORM  
PROVIDED  
FREE  
TO ALL  
PUPILS



2023 The founding  
of the department of  
EXPEDITIONARY  
EDUCATION

WIDE  
RANGING BROADER CURRICULUM PROGRAMME

OVER 600 INDIVIDUAL MUSIC LESSONS ARE TAUGHT EACH WEEK



CHRIST'S HOSPITAL IS BLESSED WITH  
SOME OF THE BEST SCHOOL SPORTS  
FACILITIES IN THE COUNTRY

CHRIST'S HOSPITAL HAS ITS OWN RAILWAY STATION

# **JOB DESCRIPTION: BOYS' HOUSE PARENT**

Accountable to the Head Teacher through the Assistant Head (Pastoral)

## **HOUSE PARENT**

We require a House Parent for one of our eight boys' boarding houses from the end of August 2024. The house runs from Year 7 through to Year 12, and is home to around fifty pupils from a diverse and interesting range of backgrounds. Boarding is at the heart of CH life. The positive transformations that we achieve for many of our pupils are 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.

## **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, which includes an Assistant House Parent, two resident Matrons, and four duty Tutors.

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 the 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.
- To ensure that house notices, house folders containing key safeguarding and policy documents, and the fabric of the boarding house are constantly refreshed and kept up to date.
- To devise, and review, on a termly basis, the boarding house handbook and house development plan.

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

Salary is commensurate with experience and paid in accordance with the Christ's Hospital teachers' salary scale up to £46,324 per annum. House parents receive an additional allowance (on an increasing scale) starting from £11,769 and increasing after two and five years in post. Accommodation is provided and gas, electric, water rates and Council Tax are covered by the School. House Parents have a substantial remission from teaching and are expected to play a full part in the broader life of this busy boarding community.

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](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/665522/Teachers_standard_information.pdf)

# Person Specification – House Parent

| Essential  | Desirable   |
|--|---|
| <b>Qualifications</b>  |   |
| 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<br>Evidence of further professional development/study, e.g. Masters, PhD, MBA, other   |
| <b>Experience/abilities</b>  |   |
| Previous experience of working in the boarding sector within a pastoral role<br>Experience of/evidence of ability to teach their subject at Key Stages 3-5 with a proven record of consistently good or outstanding classroom practice<br>Evidence of teamwork in all aspects of professional life<br>Able to set and model high expectations for learning and behaviour<br>Able to uphold the ethos, policies etc. of the school<br>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<br>Ability to respond flexibly and adapt to changing and challenging circumstances   | Experience of/ability to teach a second subject to Key Stage 4  |
| <b>Knowledge/skills/aptitudes</b>  |   |
| A clear understanding of the National Curriculum and its application<br>An understanding (or development) of pastoral skills and knowledge either through experience or delivered courses<br>Excellent subject knowledge, including the ability to teach at Key Stage 5<br>A clear understanding of how learning develops in your subject area<br>Awareness of new qualifications and requirements in your subject<br>A good understanding of how to use data for planning and monitoring<br>A reflective practitioner, ensuring culture of continuous improvement with clear strategies for dealing with professional setbacks/disappointments<br>Evidence of ability and willingness to make a clear and active contribution to the broader curriculum<br>Able to use ICT effectively to support learning and administration | Understanding of the main issues affecting children today, whether educational, emotional or pastoral<br>Willingness to develop subject knowledge beyond specialism<br>Willingness to explore pupil-related areas of interest |

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

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