

PEMBROKE HOUSE



PROFESSIONAL EXPECTATIONS

We attract and recruit the finest people in the world. We act on the conviction that the men and women of Pembroke House will always be our most important asset. Bringing out the best in our people is about continuously building character and capability.

Unique abilities



Foundation abilities

At the heart of everything we do are a set of timeless values:

DIGNITY

We believe in the importance of the individual and we do all we can to further respect, trust and tolerance at school.

-  We value every individual
-  We have a no blame, learning culture
-  We are complete people not just staff or pupils

DUTY

Every individual plays their part and we encourage children and staff to take initiative.

-  We work for 'the good of the children'
-  We benchmark ourselves internationally
-  We seek to be the best, but not to shout about it

CONSTANCY

Standing firm, being faithful, dependable and enduring. You can always count on a Pembroke Person.

-  We look to the long-term & deliver day in, day out
-  We are consistent in everything we do
-  We look to the whole to benefit the individual

UNIQUE ABILITIES

GIVES ALL

Devotes themselves to the good of the children during term time



-  **Passionate** Feels strongly about the importance of 'bringing out the best' in every child and working for 'the good of the children'.
-  **Committed** Loyal to the school, taking their role as teacher seriously in all areas of school life during term time, following up on the tasks they need to do.
-  **Mucks in** Proactively looks for the jobs to be done and contributes to getting them done with enthusiasm and good humour.

PART OF THE FAMILY

Connects with parents, children and staff



-  **Shares** Recognises the importance of working closely with a large number of people and shares the workload and their expertise.
-  **Communicates** Speaks openly to both praise and improve in an honest and direct way that builds relationships over the long-term.
-  **Reliable** Is someone that can be counted on at all times to contribute, from the classroom to extra-curricular activities to boarding to trips.

FLEXIBLE

Steps up to the work that needs to be done



-  **Work-life balance** Manages their time to work on priorities, including resting and recuperating, whilst contributing to the school to their fullest.
-  **Rises to challenges** Does their very best when confronted with a challenging situation or expectation, exceeding expectations.
-  **Stretches themselves** Goes beyond their comfort zone to experience and learn new things. Is prepared to develop new skills and abilities.

INFORMALLY PROFESSIONAL

Balances regulations and the need for ideas and space to learn



-  **Consistently fair** Uses own moral compass to ensure that children and staff are treated fairly and in the same manner day in day out.
-  **Realistic** Keeps things simple and down to earth, maintaining the traditional values and manners that are intrinsic to Pembroke.
-  **Sensible** Keeps appropriate regulations front of mind, but does not let them unnecessarily impinge on activities that educate and challenge children.

FOUNDATION ABILITIES

TAKES RESPONSIBILITY



Takes personal ownership for work done and results achieved

-  **Own unique way** Understands own strengths and uses them to good effect in a unique style in going about school life.
-  **Takes the lead** Recognises that to get something done they have to take the initiative and personally see things through.
-  **Owens results** Takes interest in and understands how they can personally influence the performance of the children and/or staff they work with.

PRIDE IN MASTERY



Strives to be accomplished in their field by international standards

-  **Benchmarks** Keeps a close eye on standards and approaches both in Kenya and abroad (especially the UK) and takes the best for re-application.
-  **Constantly learns** Embraces the opportunity to improve on personal and professional development, and researches latest subject specialist thinking.
-  **Creatively original** Is constantly searching for new and different teaching methods that appeal to all the five senses to engage children.

INSPIRATIONAL



Has an infectious energy that excites all those around them

-  **Humorous** Keeps a sense of perspective and humour even at the most challenging times, bringing a smile and a laugh to their work every day.
-  **Shows flair** Brings their own unique stylishness and originality to the way in which they go about their work, day in and day out.
-  **Determined** Sticks with any task they are working with right to its successful conclusion, and drives through the things that they believe in.