

**Person Specification:**

**Houseparent (Female)**

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| **Factors** | **Essential** | **Desirable** | **Assessment Method** |
| **Qualifications** | * Educated to a good standard
 | * Degree or equivalent
* BSA Boarding qualification
 | Certificates at selection event |
| **Training** |  | * Restorative Justice training
* First Aid training
 | Application formSelection event |
| **Experience** | * Experience of working with young people
 | * Working in a boarding school
 | Application formSelection event |
| **Knowledge and Skills** | * Good knowledge of safeguarding requirements
* Ability to work and communicate with young people
* Ability to work in a way that promotes the safety and wellbeing of children and young people
* Ability to motivate individuals and teams to work effectively
* Ability to lead others and challenge, support and resolve underperformance if identified.
* Highly developed interpersonal skills including influencing skills
* Ability to prioritise and manage a range of tasks simultaneously
* Ability to manage time effectively and efficiently including the ability to work under pressure and meet deadlines
* ICT literate
* Driving licence
* Ability to drive a minibus
 | * Strong and diverse ICT skills
 | Application formSelection event |
| **Sexey’s Values and Ethos** | * Possess a positive and sympathetic philosophy towards working in a Church of England boarding school
* Ability to show an understanding of, and support for the School’s approach to dress, behaviour, academic study, involvement in activities beyond the classroom and manners
* Value the contribution that each individual brings to the school community
* Strong commitment to the importance of restorative justice
* Promote and model mutual respect
 |  | Selection event |
| **Personal Qualities** | * Seek to work collaboratively and resolve conflict
* Willingness to constructively challenge the work of self and others to continually improve own and team performance
* Empathy
* Cheerful outlook
* Energy and stamina
* Positive, can-do and solution focussed attitude
* Highly organised
* Flexible approach in relation to work
 |  | ReferencesSelection event |