

**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 form  Selection event |
| **Experience** | * Experience of working with young people | * Working in a boarding school | Application form  Selection 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 form  Selection 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 |  | References  Selection event |