



REPTON

HOUSEMASTER THE CROSS

Full Time

September 2026



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Welcome from the Headmaster

Repton is a wonderful and inspiring place to work: one of the UK's foremost co-educational boarding and day schools. Set in the heart of the English countryside, yet within easy reach of major cities, the School is strengthened by a history that stretches back over a thousand years, while remaining firmly focused on meeting the challenges and opportunities of the twenty-first century.

We are enormously proud of the emphasis we place on outstanding pastoral care at Repton and our pupils thrive through being part of a purposeful community, navigating the same hurdles together to create enriching life experiences and enduring friendships. Repton's teachers, tutors, coaches and wider community are here to help support pupils develop into socially responsible, rounded citizens ready for the challenges and opportunities of the twenty-first century.

The House system is at the very heart of a Repton education and we are looking for a Housemaster to lead The Cross, one of our six boys' houses.

Aiming for excellence in everything they do, the successful candidate will need to possess the energy and vigour to ensure that this very special community continues to provide the Cross boys with a safe, supportive and inspirational environment where they can be happy and inspired to take full advantage of all the opportunities that a Repton education has to offer.

Repton has undergone a significant programme of investment and expansion across both the Senior and Preparatory Schools in recent years. The Repton Family of Schools now educates over 10,000 pupils across three continents - with further developments on the horizon.

These connections not only enhance our global outlook but offer staff professional opportunities well beyond the Derbyshire campus.

We are a school with ambition and purpose, and we seek to appoint staff who share our values. Staff at Repton benefit from excellent working conditions, housing, a generous fee-remission scheme, option to remain in the TPS or join our defined contribution scheme (Aviva APTIS) with a 22% contribution, and a strong culture of professional development.

From pioneering pastoral care to nurturing excellence across academic, sporting and creative domains, Repton is a community that thrives on shared endeavour and the belief that education should be both rigorous and joyful.

I very much hope that you will read this document with interest, and I warmly encourage you to apply.



Mark Semmence
Headmaster



An Introduction to Repton

Repton is a school rooted in heritage and shaped by ambition. Founded in 1557 by Sir John Port of Etwall, the School stands on the site of a 7th-century Anglo-Saxon Benedictine abbey and, later, a 12th-century Augustinian priory. The ancient village of Repton, once the capital of the Kingdom of Mercia, has been a centre of learning for over a thousand years, and continues to inspire a rich educational tradition.

Today, many of the School's original buildings remain central to daily life. The Guest Chamber, Prior's Lodging, Overton's Tower, Tithe Barn and the iconic Arch - all part of the original monastic estate - provide a distinctive architectural setting that blends seamlessly with state-of-the-art modern facilities. The Arch, once the gatehouse to the Priory, now stands as a symbol of welcome and integrity, echoed in the School's motto: *porta vacat culpa* - "the gate is free from blame."

Repton educates over one thousand pupils across its Prep and Senior Schools. It is a school large enough to achieve excellence in every sphere (academic, pastoral, sporting and creative) yet small enough to ensure every pupil is known, nurtured and given the opportunity to flourish. At Repton, all pupils - whether day or boarding - belong to one of ten Houses (six for boys, four for girls), each providing a strong sense of identity, belonging, and pastoral care.





Academic standards are high and creative activities, including music, art, drama and design, flourish. The School has a national profile in sport, in particular in football, hockey, cricket and swimming. Our pupils thrive both in and out of the classroom and they develop the skills, qualities and values that will lead to a successful life.

We were delighted that the most recent ISI inspection (March 2024) found Repton to have met *all* standards, and highlighted sport as a significant strength of the school. The inspectors praised the inclusive, expert-led provision and its contribution to pupils' physical and personal development, noting that our approach cultivates "self-confidence, self-esteem and resilience to prepare them well for later life." The ISI inspection praised the School's "knowledgeable and skilled teachers" who deliver "carefully planned lessons that support and challenge pupils of all abilities." Inspectors noted that pupils are "thoroughly prepared for public examinations and achieve well," with teaching that actively encourages intellectual curiosity and independent thinking.

Whilst Repton is undoubtedly modern in terms of practice and outlook, the traditional values of encouraging pupils to aim high whilst showing respect for all are still of utmost importance. The School continues its strong educational vision, recognising the importance of being able to offer a Repton education to potential pupils from all backgrounds by providing scholarships and bursaries in a wide range of subjects.

Repton Prep, located on its own beautiful campus nearby, is an integral part of the Repton educational journey and a key member of the Repton Family of Schools. It shares our values, ambition and standards, and offers a seamless transition for many pupils into the Senior School. Alongside Repton Prep, the School has developed strong relationships with a growing number of other preparatory schools within the Repton Family of Schools, as well as with a wide range of leading feeder schools locally, regionally and internationally. These relationships are carefully cultivated and mutually valued, enriching our intake and creating opportunities for collaboration and shared development.





A Global Family of Schools

The Repton Family of Schools represents a bold and ambitious extension of Repton's educational vision, combining tradition and innovation to create a global network of schools committed to excellence. The first international school, Repton Dubai, opened in 2007, making Repton one of the earliest British schools to establish an overseas campus. Since then, the family has grown to include schools in Dubai (2), Abu Dhabi (2), China, and Egypt, with a further four international openings planned in the years ahead.

Repton also currently has five schools in the UK: Repton, Repton Prep, Marlborough House Vinehall, St Hugh's, and St Wystan's - each one offering a distinctive local experience while sharing the core values and educational ethos of the wider group. There is a clear ambition to expand this UK family of schools, increasing access to a Repton education within the UK as well as overseas.

This growth is central to Repton's strategic development. The additional income and intellectual capital generated by the Repton Family of Schools (RFS) directly support the School's aim to widen access through bursaries, invest in outstanding facilities, and strengthen staff development. Furthermore, the group enables Reptonians and staff to participate in collaborative and cultural exchange opportunities across continents, deepening Repton's global perspective and reach.

The Headmaster of Repton School also serves as CEO of the Repton Family of Schools, ensuring strategic alignment, educational quality and a consistent commitment to values across the group. RFS provides a wide range of expertise - from governance and school design to teacher development and quality assurance - supporting both the integrity and ambition of Repton's global brand.





The Cross

The Cross was established as a boarding house in the 1880's when it was converted from a Victorian coach house and named after the monument at the centre of the village. In 2001/02 the House was closed for a year to undergo a major refurbishment with its current residents finding a temporary home at The Mitre. The Cross pupils moved back into the House along with those of The Mitre, to merge the two houses. They kept the name of the existing house but took the colours from The Mitre, which subsequently underwent its own refurbishment to open as a girls' house a year later. The Cross underwent a second major refurbishment in the summer of 2025,

The House is home to both day and boarding pupils, reflecting the proportions of the wider school at around 70% full boarding. There are 34 bedrooms of varying shapes and sizes in the House. The largest room is of four pupils and as pupils go through the year groups, the room sizes decrease and Sixth Form boarders will be in single rooms. The House is fortunate enough to have four common rooms offering a variety of facilities. These include Sky TV, games consoles, a pool table, table tennis and a house printer, as well as three kitchenettes which the boys use for snacks around meals.

Outside there is a floodlit yard area, which is a versatile space where all can play a vast array of games, all year round. The boys also have a garden, which is well used in the warm weather. It has beanbags, picnic tables and a football goal for relaxation and play in equal measure.

The Cross aims to be a home away from home for all the boys who live there. It is a safe and supportive environment that offers a high level of pastoral care. Be they day boys or boarders, the House fully integrates with a lack of year group hierarchy. All pupils are encouraged to lead an active and varied life at the school, achieving their full potential within the classroom, and in their extra-curricular activities. The Cross celebrates individuality, and this is encouraged to flourish whilst still maintaining House spirit and a common goal.





The Role

This is the best job a teacher can have. No other affords the depth of relationships with pupils as this one does – the chance to work with parents and staff to shape and guide a pupil's life with care and compassion as a Repton Housemaster.

This very particular role requires a genuine interest in young people, the gift both to enthuse and to listen, to be an example of kindness and tolerance and to have the stamina to deliver unwavering support through the school year. It is an undoubted challenge for an individual of the highest calibre but it offers a breadth of experience and a satisfaction that is unrivalled in education.

Repton School holds a very strong reputation for excellence in its pastoral care and this exciting opportunity offers the successful candidate the chance to take full responsibility for a full and thriving boarding house.

The position reports directly into the Deputy Head Pupil Wellbeing and Pastoral, who works collaboratively with the Houseparent team across the School's ten Houses. Steered by a consistent pastoral approach, there is considerable scope however for the individual's ideas, energy and personality to shine through to foster a unique home-from-home environment that can make a significant difference to the lives of the boys in the House.

Leading an experienced team of house staff – including a Resident Tutor, a live-in matron and six other tutors – it is the Housemaster's responsibility to ensure the highest levels of support of the boys in their academic, extra-curricular and personal development.

The Housemaster is responsible for maintaining the highest standards within the House at all times, so that parental and pupil confidence in the House is high and that demand for places is strong. Following National Minimum Standards and ISI regulatory requirements relating to boarding and safeguarding, the Housemaster also has responsibility for the welfare and safety of pupils in his or her charge and stands *in loco parentis*.

This is a varied and highly rewarding role, which requires a broad range of skills and is suited to an experienced teacher with a genuine commitment to education and boarding life. The Housemaster will eat all meals in the House with the boys. He or she will live in a substantial and well-appointed six-bedroom, family home in the private side of the boarding House.

The right candidate will be accessible and receptive, adept at communication with all of the pupils in their charge and equally with their parents and the house staff.



Key Areas Of Responsibility

Pupil welfare and discipline

The Housemaster will:

- Ensure the safety and welfare of every pupil in the House, in accordance with child protection procedures and school safeguarding policies.
- Create an environment in which every pupil feels valued and secure and can develop to his full potential academically, personally and in extra-curricular interests.
- Encourage pupils to play a full part in the life of the school
- Ensure that pupils are familiar with the school rules and understand the expectations regarding all aspects of their conduct.
- Investigate all allegations or instances of inappropriate behaviour where appropriate in tandem with the Senior Management Team. Where sanctions are applied, these must be in accordance with school policy and properly administered.
- Ensure that pupils' appearance reflects credit on the school and is in accordance with the school's dress regulations.
- Maintain full pastoral records, to include detailed records of sanctions and complaints or individual pastoral concerns and a record of significant events or parental contacts.
- Maintain individual pupil pastoral records and welfare plans, ensuring that relevant staff are aware of any significant concerns or safety issues relating to specific individuals.
- Register pupils in accordance with the school's policy, maintain attendance records and ensure that all absences are promptly investigated.
- Write a report on each pupil at the end of each term.
- Produce the UCAS reference, incorporating the academic information supplied by tutors, and any other such references as required.
- Manage the house tutors and matron to ensure that appropriate arrangements for supervision are in place to ensure the safety of all pupils at all times and that all relevant information relating to pupils' welfare and performance is communicated effectively and sensitively.
- Liaise closely with tutors on academic issues relating to individual pupils and ensure that pupils are receiving appropriate support.
- Attend weekly HsMs' meetings and any other meetings required by the Headmaster.
- Regular and meaningful communication with parents so that each child is known and valued.



Communication with parents

- Maintain regular communication with the parents or guardians of the pupils in the House and ensure that parental concerns are addressed promptly and effectively.
- Entertain parents socially on formal occasions such as Speech Day and at other times.

Safety and maintenance

- Maintain the pupils' side of the House together with its furniture and fittings. All damages should be reported to the maintenance department, identifying, where appropriate, the names of pupils who should bear a share of the costs of damage arising from willful or negligent act or omission.
- Ensure that all members of the House are familiar with the arrangements for the prevention of fire and for maintaining written fire instructions and fire risk assessments for the House and ensuring the remedial action is taken as necessary, and for carrying out termly fire practices and for testing fire alarms weekly.
- Maintain a risk assessment of the House, ensuring that appropriate action is taken to address any issues identified.





Recruitment

- Assist the Headmaster with the marketing of the School and the House to prospective parents and pupils and to preparatory school heads, to ensure that promotion of the School is of the highest standard; specifically:
 - meeting prospective pupils and their parents when they visit the School
 - developing relationships with families whose children have registered to join the House
 - representing the School on visits to preparatory schools
 - supporting school events attended by prospective pupils and parents
 - reporting to preparatory schools on former pupils' performance.

Management of staff and finance

- With the assistance of the Deputy Head Pupil Wellbeing and Pastoral, be responsible for the selection and appointment of House Matron/Housekeeper and, through her, of all domestic staff necessary for the pupils' side of the House.
- Through the Matron be responsible for the efficient management and administration of domestic staff and the effective control of budgets allocated annually for the running of the House.
- Act as the line-manager for the Matron/Housekeeper and conduct regular input to appraisals.
- Administer such accounts as the Housemaster may control from time to time within the House and make proper provision for the security of cash at all times.
- Support the Repton School Enterprises team by permitting the use of the School's accommodation for hire during School holidays.





Private Side Accommodation

The current Housemaster, Mr Matthew Wilson, has had an outstanding nine years, and he and his family live in a generous private side, consisting of six bedrooms, three reception rooms, two upstairs bathrooms and a downstairs loo.





Candidate Qualities

Qualifications/Attainment

At least a second-class honours degree (or equivalent) from a recognised university	Essential
Proven track record of outstanding teaching and pupil outcomes	Essential
Experience of working within a boarding school environment	Essential

Skills Required

Ability to create and maintain strong, supportive relationships with pupils, staff and pupils and the community	Essential
Strong communication and interpersonal skills	Essential
Excellent organisational skills	Essential
The ability to manage a team	Essential
Willingness to take action to confront issues and overcome problems	Essential
Ability to inspire, motivate and support others	Essential
Clarity of thought	Essential

Personal and Professional Qualities

Willingness to be fully involved in the life of a busy boarding school	Essential
Aspirational and empathetic, with a genuine belief in the potential of every pupil	Essential
Resilient, determined, pragmatic	Essential
Persuasive and influential	Essential
An effective and collaborative team player	Essential
Flexible and resourceful	Essential



Teaching at Repton

At the heart of Repton's success is the calibre and commitment of its teachers. The School places great value on its staff and the essential role they play in shaping pupils' academic and personal development. As such, Repton is deeply committed to the professional growth of its staff and invests significantly in their ongoing development as teachers and educators.

Full-time teachers also benefit from

- Option to remain in the TPS or join our defined contribution scheme (Aviva APTIS) with a 22% contribution;
- Housing
- An attractive fee-remission scheme
- Free membership of Repton's Sport Centre
- Health insurance for teaching staff with the ability to extend to immediate family
- Cycle to work scheme
- Electric car lease scheme

Repton combines the historic and the modern with exceptional teaching facilities across its beautiful campus. The heart of the School is a 12th-century Augustinian Priory, but following a major investment programme, teaching now takes place in outstanding, purpose-built environments - including a new Science Priory, the School Theatre, a Mathematics and PE block, the Digital Priory and our new DT and MFL classrooms.

"Repton is the first school I've worked at where I've felt genuinely supported to grow professionally while also making a real difference to pupils' lives."

- Current SMT Member

The School also benefits from a world-class Sports Centre, featuring two full sports halls, a strength and conditioning suite, gym, swimming pool, café and hospitality areas - opened in 2019 by Olympic gold medalist Adam Peaty.

Teachers at Repton work in well-equipped, spacious classrooms and benefit from a collaborative and supportive staff culture. All are actively involved in boarding and co-curricular life, contributing to the strong sense of purpose and community that defines the School.

In its most recent inspection in March 2024, the ISI inspection praised the School's "knowledgeable and skilled teachers" who deliver "carefully planned lessons that support and challenge pupils of all abilities." Inspectors noted that pupils are "thoroughly prepared for public examinations and achieve well," with teaching that actively encourages intellectual curiosity and independent thinking





In and around Repton

The Repton Village Community

Repton village itself is a thriving community. The village contains a number of shops, pubs, restaurants and takeaways. It also has its own Post Office and a butcher's shop. There is an active village hall community which has its own community run café. In addition, Repton School has its own café at the School Sports Centre.



Places of Interest

Repton is situated in the heart of Derbyshire on the northern edge of the National Forest area in rolling countryside. There are many places for walking locally and the Peak District and White Peak area are within easy reach of the village. There are also a number of National Trust properties close by. Places of National interest, such as Chatsworth House, are less than an hour away by car.



Transport Links

Both Derby and Burton-on-Trent have train stations which allow for fast connections to major cities. This includes direct trains from Derby to London. Lichfield Trent Valley also has a direct line to London.

There are also excellent links to local airports, including East Midlands and Birmingham.

Close to Major Cities

Repton is within easy reach of a number of major cities. These include Birmingham, Derby, Nottingham and Leicester.





Information for Candidates

Candidates should apply through the Repton Recruitment Hub. To submit your application please upload your documents by visiting <https://jobsearch.repton.org.uk/>

Your application should be accompanied by a covering letter and include the names and addresses of two professional referees. The closing date for applications is 5 pm on Friday 28 November 2025.

Long-list interviews will take place during the week commencing Monday 1 December. Final interviews will take place, in person, week commencing Monday 8 December 2025.

If you would like to have an informal conversation about the role please contact Dr Gavin Turner, Principal Deputy Head, via gturner@repton.org.uk.





Our commitment to safeguarding

In accordance with the Children Act any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidates' suitability to working in a post involving children.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, therefore the following shall be deemed to be included, in addition to the duties that you may be required to perform:

- ***Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.***
 - Under the Sexual Offences Act 2003 it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.
 - This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.





REPTON

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