



REPTON

SCHOOL MARSHAL

Summer 2022





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From the Headmaster

Repton is a wonderful and inspiring place to work: one of the UK's foremost co-educational boarding and day schools, located in the heart of the English countryside, yet within easy reach of major cities; strengthened by a history that goes back over a thousand years, yet with a keen eye on the challenges of the twenty first century.

In the March 2020 Inspection, Repton was deemed to be 'Excellent' in both Achievement and Personal Development, confirming our commitment to an ambitious and holistic education. Reptonians are taught in enviably equipped classrooms which are linked through cutting-edge technology and creative teaching and learning. Repton prides itself on individual achievement born of the community confidence of the boarding house system. To be a member of staff at our school is to have a privileged opportunity to develop intellectually curious young minds as part of a friendly, hard-working and supportive Common Room.

A major programme of investment and expansion has been completed across both Repton and Repton Prep in recent years, and Repton International now has schools in Dubai (2), Abu Dhabi (2), China, Malaysia and Cairo with plans to open a further four over the next few years

We are looking for a Teacher of Biology who can inspire the pupils of the department with energy and vigour, aiming for excellence and promoting the subject at all levels.

We are a school with ambition and purpose, eager to employ and reward teachers who share our values and aims. Accommodation will be provided, and with a commitment to invest in the professional development of our staff, a generous fee-remission scheme and continued participation in the Teachers' Pension Scheme, Repton is a very attractive place to work.

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



Mr Mark Semmence
Headmaster



An Introduction to Repton School

Repton is the ancient capital of Mercia, and the School, founded in 1557 from a bequest from Sir John Port of Etwall, was established on the site of a 7th century Anglo-Saxon Benedictine abbey and latterly a 12th century Augustinian priory.

The School today incorporates many of the original buildings from the estate, namely, the Guest Chamber and Prior's Lodging (which as the Old Priory currently houses the School Library and Common Room), Overton's Tower, Tithe Barn, and the Arch. The latter is all that now remains of the Priory's original gatehouse, and which helped inspire the School's motto: *porta vacat culpa*.

Today Repton is a world class, modern, flourishing community with a clear sense of purpose and momentum. As a pre-eminent co-educational and boarding and day school, Repton provides an exceptional broad-based education, blending heritage with the pursuit of excellence in a 21st century context, offering world class facilities as well as high quality teaching and pastoral care.

The School has over one thousand pupils across the Prep and Senior School, making it large enough to achieve excellence in and out of the classroom, yet small enough for individuals to grow and flourish. At Repton Senior, each pupil, whether day or boarding, is a member of a House, of which there are 10 (six for boys and four for girls).





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 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.

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. The School's considerable strengths were recognised in the 2020 ISI Inspection which found Repton to be 'Excellent' in each of the areas examined. The inspectors judged that Repton pupils 'achieve highly and make excellent progress across the wide range of academic and extra-curricular opportunities available to them'. The School was found to have met all the requirements of the ISI Regulatory Compliance Inspection.

Repton and Repton Prep have always enjoyed a very close relationship and in 2020, the schools became a through-school with the aim of securing the very best pupil outcomes. Vicky Harding, the Head (JElect) of Repton Prep reports to Mark Semmence as Headmaster of Repton and Chief Executive of both schools.





A Global Family of Schools

Repton was one of the first British schools to establish overseas schools with the establishment of Repton School Dubai in 2007, and the development of a community of international schools is key to Repton's future vision. Currently, Repton has schools in Dubai (2), Abu Dhabi (2), China, Malaysia and Cairo with plans to open a further four more over the next few years.

The additional income generated by our overseas schools provides financial support and will enable Repton to select pupils simply on merit and without regard to their parents' financial means. The Headmaster and Senior Management Team play a key role in helping to shape the development of Repton as a leading, global educational brand.

Repton also currently has three schools in the UK (Repton, Repton Prep and St Wystan's) with the ambition to grow its UK family of schools.





Role Overview

The successful application will play a significant part in the running of one of the UK's leading co-educational boarding schools at an exciting time of rapid growth and development.

This is a wide-ranging role, in support of the Assistant Head (Operations), ensuring that key elements of school life -, Pupil Dress, Site Security, Fire and First Aid, Transport Management, Support for The Lodge - are executed exceptionally well, and suitably developed for the future. Cadet Forces Adult Volunteer (CFAV) duties as directed by the Contingent Commander.

Key Areas of Responsibility

Pupil Standards

- Liaise closely with the Assistant Head (Operations) on all disciplinary and dress issues.
- Ensure that pupils comply with the Schools Rules relating to behaviour, dress and appearance, in a way which engenders respect but is non-confrontational.
- Offer real-time feedback to pupils who do not meet standards, with opportunity to address the issue.
- Using the EMC list in ISAMS , inspect and signing off pupils in the Early Morning Call Register when they have reported to the Lodge for EMC.
- Monitor pupil's behaviour Monday- Friday in the JCR/Grubber at morning break.
- Be a visible presence around the School, Cross and Arch during peak pupil movement, particularly during the first and last movement of the day.
- Communicate well with HsMs/Assistant Head (Operations) regarding serial offenders, to ensure that behaviour and appearance is tackled appropriately.

Site Security

- In support of the Facilities and Services Director/Facilities Manager, define the correct opening and closing procedures for the buildings on campus.
 - Walk campus morning, afternoon and evening to ensure that these processes are being followed correctly, during term time, and conduct regular (thrice weekly) patrols of the estate during the school holidays.
 - Work with the Assistant Head (Operations) and the Facilities and Services Director to ensure that appropriate External Lighting, Signage CCTV are in place to provide suitable security.
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Key Areas of Responsibility

- Proactively provide advice and recommendations to improve the security of the site and our pupils/employees/visitors.
- If safe to do so, confront any anti-social behaviour that occurs on campus. Operate within the limitations imposed on private citizens, dealing with and responding to requests for assistance to deal with trespassers on school property or with people intent on causing trouble with pupils, which may include on the public highway, calling the police as appropriate.
- Act as point of liaison with the Neighbourhood Watch, Parish Council, Police and other relevant bodies on matters of site security.
- When available the School Marshal is to meet and greet VIP visitors, prospective parents, and guests of The Hall at The Lodge and escort them to their respective meeting points.

Event Management

- Support the relevant Exec/SMT members in organising the logistics of key events including but not limited to: Lists, House Music competition, Remembrance Service, Speech Day, Parents' Meetings, Sale of Work, OR Gaudy or Annual Dinner, Repton Tennis Tournament, Donald Carr Cricket Tournament, Examinations and Mock Examinations, Repton Enterprises.

Fire

- Act as the Fire Officer for both Repton School and Repton Prep School.
 - Ensure that the school complies with all aspects of Legislative and ISI compliance with regards to fire safety.
 - Provide specialist advice to the Compliance Manager (or COO as required) on the management of fire safety and precautions, having particular regard for the School Fire Instructions
 - Support the Compliance Manager in ensuring that Fire Risk Assessments are undertaken and/or in place for all school buildings and that they are reviewed at least annually.
 - Support school staff responsible for Fire Risk Assessments - helping them to complete the Assessments if needed.
 - Provide support as required for the service and repair of school firefighting equipment.
 - Liaise with the Fire and Rescue Service, including escorting their representatives during inspections.
 - Be a member of and attend meetings of the School Health and Safety Committee.
 - Provide relevant fire awareness training (practical and theoretical) to academic and support staff as required.
 - As requested, provide relevant awareness and training for pupils on fire safety.
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Key Areas of Responsibility

First Aid

- Act as the principal First Aid Trainer for the school, as directed by the Health and Wellbeing Centre and Assistant Head (Pastoral)
- Provide appropriate and timely training across the academic and support staff, including First Aid at Work and Emergency First Aid courses.
- Provide suitable First Aid support to school events (e.g. Steeplechase) and on-call first responder support for sporting events, or in the event of an emergency.
- Attend relevant First Aid training (including FREC 4 qualification at an appropriate time)

Transport Management

- Ensure section 19 is up to date for all minibuses.
- Complete familiarisation for new minibus drivers across both sites.
- Act as point of contact and approve minibus bookings across both sites.
- Monitor weekly and 10 weekly inspections have been completed.
- Input into the transport policy as required.

Combined Cadet Force

- CFAV duties as directed by the Contingent Commander.
- Helping with the management and running of CCF field weekends and training afternoons, as directed by the Contingent Commander.
- Helping with the management and running of CCF DofE weekends, as directed by the Contingent Commander and harmonising these with School DofE and providing support and upskilling to the Head of DofE.



Candidate Qualities

Qualifications/Attainment	
Whilst typically no formal qualifications are required for this job, an education to GCSE level is a minimum requirement, with previous experience in the armed forces being advantageous.	<i>Desirable</i>

Skills Required	
Ability to create and maintain strong, supportive relationships with staff and pupils and the community	<i>Essential</i>
Strong communication and interpersonal skills	<i>Essential</i>
Excellent organisational skills	<i>Essential</i>
Collegiality	<i>Essential</i>
Willingness to take action to confront issues and overcome problems	<i>Essential</i>
Ability to inspire, motivate and support pupils	<i>Essential</i>
Clarity of thought	<i>Essential</i>

Personal and Professional Qualities	
Willingness to be fully involved in the life of a busy boarding school	<i>Essential</i>
Aspirational and empathetic, with a genuine belief in the potential of every pupil	<i>Essential</i>
Resilient, determined, pragmatic	<i>Essential</i>
An effective and collaborative team player	<i>Essential</i>



Working at Repton

The School is committed to employing and rewarding individuals who share its ambition, its aims and its values. This will be reflected in a highly attractive remuneration package as well as the investments in both staff and facilities.

Repton has its own generous salary scale and the person appointed will enter the scale at the level suitable to his/her qualifications and experience.

Full-time staff also benefit from:

- Participation in a Pension Scheme
- Free membership of Repton's Sport Centre

In its buildings and grounds, Repton combines the old and the new. The heart of the School is a beautiful 12th century Augustinian Priory, but following a major period of investment, the School has outstanding new and refurbished facilities in most teaching areas, most notably in the Science Priory, the School Theatre and a new Mathematics and PE Block.

A new Sports Centre including two full sports halls, a gym, a strength and conditioning suite, swimming pool, hospitality and reception suites and a café, was opened in November 2019.

The School is committed to the professional development of its staff so that they can continue to grow as teachers and educators and invests significantly in this.

Repton itself is a thriving village with a fascinating past. Situated in the Trent valley between Derby and Burton on Trent, on one side of the village is the Old Trent, the remnants of the former course of the river, and on the other three is attractive rolling farmland. The village has a vibrant community with clubs, societies, shops, pubs and other attractive amenities. It is close to the cities of Derby and Nottingham and major transport routes, and much of the wonderful Peak District National Park lies within Derbyshire itself.





Information for Candidates

Applications, which include the names and addresses of two professional referees, should be submitted by midday on Monday 4th April.

Applicants will be contacted for interview if they have been successful in the short-list process.

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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