



Heathfield School
Ascot



Application Pack
Resident Boarding Assistant
29 August 2025 Start



Welcome from our Headmistress

Thank you for your interest in Heathfield. The opportunity to join the Boarding department at Heathfield comes at a transformative moment in our distinguished history for two reasons. Firstly, after 125 years of nurturing young women to 'see the sky,' we have secured an exciting future through our decision to join the Mill Hill Education Group. This strategic partnership will preserve Heathfield's cherished historic identity while opening new horizons for our school community. Secondly, we are welcoming our new Head, Mr Jonathan Williams, who takes on the role from his current position as Deputy Head (Academic) at the school. The combination of Jonathan's understanding of Heathfield and his outstanding vision for the school moving forward ensures a smooth transition and exciting future.

Heathfield is a warm and welcoming school, an inclusive community which puts its students at its heart. As an intentionally smaller school, we can genuinely focus on individuals, supporting and inspiring them to strive and achieve. Everyone is known and important here, and the school celebrates the achievements of every girl.

The greatest asset of any school is its staff. We are building a team of extraordinary people, a community united in its mission to do the very best for every pupil. Our personalised and individual approach is central to making sure that every girl is happy, confident and ambitious. This is what enables them to reach their academic, social and emotional potential.

Our academic results show exceptional value-added scores, and our co-curricular achievements continue to punch well above our weight. Most importantly, we have maintained our defining characteristic - being a close-knit community where every girl is known, valued, and empowered to discover her unique talents. To truly Make Her Mark.

The merger with Mill Hill Education Group brings remarkable opportunities for both staff and students while ensuring the preservation of our beautiful 36-acre Ascot campus and our commitment to all-girls education. As part of a larger organization, we can look forward to enhanced resources, shared expertise, and expanded possibilities for our entire school community.

Sarah Rollings, Head



About Heathfield School

Heathfield is a vibrant and unique independent boarding and day school for girls aged 11-18 with a first-class education and excellent pastoral care. Situated in Ascot, with good transport links to international airports and London, the school currently has 230+ pupils, the majority boarders. We are small and welcoming, with a caring and inclusive atmosphere, underpinned by a strong Christian ethos. The small size of the school ensures that everyone knows everyone and fosters a very happy community, where pupils build lasting friendships. Heathfield pupils are highly successful and go on to establish careers in many sectors according to their individual skills and ambitions. At the last full ISI Education Quality Inspection, the school was graded 'Excellent' in all areas assessed.

The school motto, "The Merit of One is the Honour of All", encapsulates all that we do at Heathfield. We are a school where the primary aim is to 'discover and develop every pupil's talents to enable them to excel.' The school Values, Empowerment, Independence and Belonging are integral to daily life and embedded in the Heathfield community.

We recognise that our greatest asset is our staff, and you would be joining a warm community united by a mission to do the very best for every pupil. Our personalised and individual approach to students is central to making sure that every pupil is happy, confident and therefore able to reach their academic, social and emotional potential.

The school offers an excellent all-round education that caters for pupils of all abilities and interests, with well-established programmes in place for the exceptionally able and those needing learning support in specific areas. The aim of the school is to bring out the best in each pupil, according to their abilities and talents. Pupils work hard and are ambitious, but high achievement comes without unnecessary stress and unhealthy intensity. Here, they



Working at Heathfield School

Curiosity is encouraged from all members of our School community and support is in place throughout Heathfield to enable everyone to question and explore the world around them.

Students are taught to critically reflect on their preconceptions about learning, understand the principles of scientific enquiry, and become researchers themselves as they work alongside teachers to make pedagogical decisions. Students in every year group receive dedicated lessons to enable them to develop the habits and characteristics required for lifelong happiness, wellbeing, and academic success. Teachers also receive training on positive psychology to improve their own wellbeing and to incorporate the principles into their lessons and interactions with students outside of the classroom.

Teaching and learning strategies throughout the School are evidence-based. Teachers' professional development is supported by @HeathfieldLearn; a teaching and learning bulletin issued every half-term that focuses on how research findings can be translated into classroom practice. Students and teachers work together in pedagogical teams to read and disseminate research to the school community and teachers are encouraged to conduct small-scale action research projects to target specific areas of their practice as part of our whole-school philosophy of continual improvement.

Heathfield staff take ownership of their professional development and model the benefits and practice of lifelong learning to their students. As members of The National College, all our staff have unlimited access to a wide variety of remote learning opportunities. Every year, teachers are given the opportunity to join our middle leadership programme, which provides participants with the skills and awareness to lead whole-school innovations. The programme is led by our Deputy Head (Academic) and combines taught elements alongside personalised activities and mentorship relevant to each teacher's field of interest.

The number of teachers choosing to further their subject or pedagogical knowledge by completing Masters level degree courses in addition to their teaching commitments each year is a testament to the culture of curiosity felt across the school.





Academic Life

The size of Heathfield ensures every pupil is known as an individual, and this enables our dedicated and talented teaching team to engage and motivate every pupil. Small class sizes and individual teaching boosts pupils' achievement and they also benefit from a 4:1 teacher / pupil ratio. Personalised learning plans and performance monitoring help both staff and pupils to analyse progress.

The Academic life of a school is not just the learning that takes place in a classroom, but the breadth and depth of activities both in and out of the classroom. Heathfield has always enjoyed an excellent reputation in the creative arts and the school also runs a diverse and thriving Co-curricular and Weekend programme.

We are an academically ambitious where we prepare our pupils for careers which have not yet been discovered. Therefore, it is vital that our curriculum is skills based as well as ensuring that every pupil has the relevant academic qualifications to progress onwards to their future goals.

In our GCSE examinations students enjoyed success across a broad range of subjects, with over 31% of all grades awarded at 9 or 8, with approximately 50% obtaining grades 7 to 9. On average, students scored nearly one grade higher in every subject when compared to their standardised Value Added Scores.

At A Level, 20% of grades awarded were A* to A, and 50% of pupils attained grades A* to B. Students go on to attend top Russell Group universities as well as leading Arts and Drama colleges and other overseas destinations. The diverse interests of our cohorts are reflected in the courses they choose to study at university. Recent leavers are studying Law, Medicine, Economics, Pure Mathematics and Bio Veterinary Science, as well as Animation, Drama, Theatre & Acting, Fashion, Fine Art and Music.



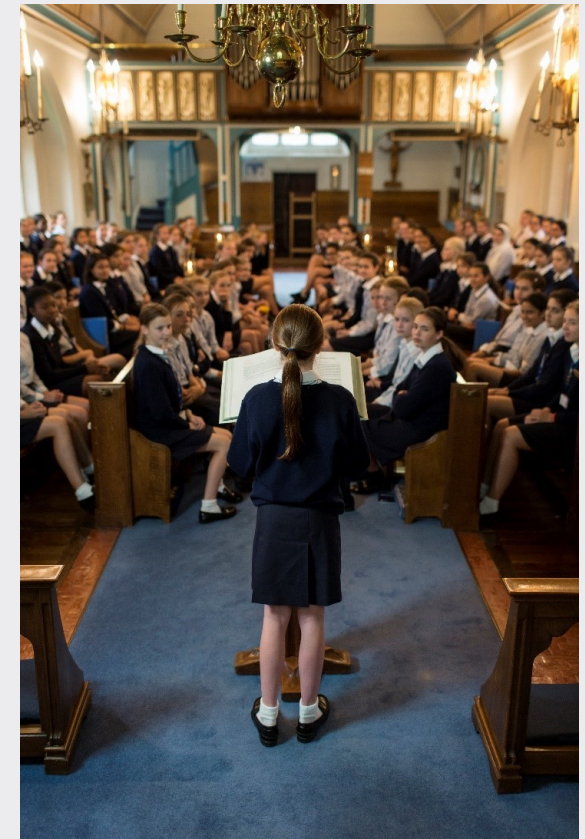
Pastoral and Boarding

The pastoral care at Heathfield is second to none, the wellbeing of students is incredibly important to us. We seek to provide every pupil with support and encouragement that will enable them to get the very best from their time at Heathfield. In an increasingly fast-paced world, we ensure individual support to develop positive strategies to take care of themselves throughout life's inevitable challenges.

Students board in Houses in the main School building in their Year groups whilst Upper Sixth Formers live together in Wyatt House, a separate Boarding House, where they can cook together in one of two kitchens, giving them the opportunity to prepare for independent living and university life. Everyone is part of the House system and pupils are placed into one of four Houses where they remain throughout their time at Heathfield. The Heads of Year are responsible for the students' welfare and are the main point of contact for parents, along with Tutors.

Life beyond the classroom is as important as in the classroom and Heathfield offers a wide and diverse Co-curricular and Weekend programme that aims to foster commitment, confidence, empathy, resilience and teamwork. The programme is designed to stimulate the students and to give them the opportunity to try new things and discover abilities or passions previously unexplored, while building the independence and self belief needed for their future.

The Heathfield Chapel provides a place of peace and quiet reflection for both students and staff and is the spiritual centre of the School community regardless of faith or belief.



The Department

Resident Boarding Assistants primarily work in boarding, assisting in the supervision of boarders. They contribute to the School's co-curricular programme and assist with administrative duties, organise trips and events and liaise with parents. Duties include a variety of daytime, evening and weekend work, including some overnight duties. Experience in the classroom could be arranged, if appropriate, for those looking for careers in education. Those with Music, Drama or Sports experience would be given specific duties within those academic departments. This role can serve as an excellent springboard into teaching or other child-centered careers.



The Role

Job Title: Resident Boarding Assistant
Line Manager : Deputy Head (Boarding and Pastoral)
Start Date: September 2025



THE ROLE

- ◇ Assist with pupil supervision both in boarding time (including weekends) and during the school day.
- ◇ Assist the boarding team with administrative duties.
- ◇ Make a significant contribution to the organisation and delivery of the School's co-curricular programme, either as part of a timetabled lesson or in the evenings or at weekends.
- ◇ Assist in the supervision and co-ordination of weekend boarder activities.
- ◇ Encourage pupils to engage in clubs/activities and societies .
- ◇ Maintain good order, appearance and behaviour in the boarding area, at meal times and throughout the School as a whole.
- ◇ Alert the boarding team to any issues promptly.
- ◇ Provide 'on call' cover for absent colleagues in the boarding environment or in class as and when required.
- ◇ Attend Chapel and House meetings as required.
- ◇ Assist in emergency evacuations of the boarding house.
- ◇ Opportunity to give support to specific academic departments, according to degree and A-Level subjects.
- ◇ To assist with university preparation lessons and give individual university advice to the Sixth Form as required.
- ◇ To escort pupils to medical appointments, airports and train stations and other individual commitments, and dealing with any associated paperwork.

EXPECTATIONS OF ALL BOARDING STAFF—The well-being of students in a high-quality boarding environment

- ◇ Be a cheerful, warm, friendly, approachable and reassuring presence in the boarding area.
- ◇ Form warm, secure and homely relationships, in loco parentis, with all students, providing kindness and sensitivity, support and understanding, advice, encouragement and guidance.
- ◇ Understand and observe the appropriate levels of confidentiality in relation to these relationships.
- ◇ Maintain close contact as necessary with students' parents / guardians.

PERSON SPECIFICATION

The successful candidate must be a responsible and enthusiastic person who may wish to pursue a career in teaching. It is an enriching experience, which demands commitment, dedication and a serious approach to hard work, and a willingness to be involved in both the academic and boarding sides of the School.

QUALIFICATION CRITERIA

- ◇ Qualified to degree level, desirable but not essential.
- ◇ Experience of working with young people (includes work in the voluntary sector).
- ◇ Right to work in the UK.

SKILLS AND ATTRIBUTES

- ◇ Enjoy working with young people and assisting them with their personal and social development.
- ◇ Have a keen sense of humour.
- ◇ Be energetic, flexible and positive.
- ◇ Be imaginative, articulate, adaptable and keen to make a difference.
- ◇ Able to remain calm and show self-controlled under pressure.
- ◇ Act professionally and as a role model for pupils when on site.
- ◇ Commitment to safeguarding and promoting the welfare of all pupils.
- ◇ Possess excellent ICT skills in order to use Microsoft Word, Excel and Outlook. Be able to make a significant contribution to the School's co-curricular programme, in sport, music, drama and/or other areas likely to be of interest to young people.

SCHOOL CULTURE

- ◇ Support the School's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- ◇ Help create a strong community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- ◇ Help develop a culture and ethos that is committed to achievement.
- ◇ Undertake other various responsibilities under the reasonable direction of your line-manager and / or Headmistress.
- ◇ Routinely be in your accommodation by 11pm so that the Boarding team on duty can secure the House for the night and there is no disruption for the students.
- ◇ Occupy your accommodation whilst School is in operation.

INDUCTION

All successful candidates are required to attend an Induction Day for new Boarding staff.

TERMS

SALARY:

£1,195 per month plus accommodation while employed (excluding summer holidays).

HOURS:

Working days will be split into mornings, afternoons and evenings and there will be at least four hours off duty each working day. Weekends will vary depending on School activities but will always include some time off during the day if the evening is to be worked. Resident Boarding Assistants will be required to work until all residential duties have been completed on half-term Fridays, on the evening before the last day of each term, and on the last day of each term. All Resident Boarding Assistants will be expected to work on Sundays when the girls return to school after holidays for no more than five hours, even if not usually scheduled to work on Sundays during term time.

Due to the nature of the work, it is difficult to be precise about working hours, as a very flexible approach is needed to meet the needs of the girls.

Resident Boarding Assistants are expected to attend six INSET days – three before the start of the Michaelmas term, three before the start of the Lent term and one prior to the start of the Summer term.

Staff have four non-working days per two week timetable.

MEALS AND REFRESHMENTS:

We provide freshly prepared, nutritious meals in the Dining Hall during term time (when the kitchen is operational). Refreshments are also available throughout the day in the Staff Sitting Room. Meals and refreshments are free of charge.

RESIDENTIAL ACCOMMODATION:

The Resident Boarding Assistant is a residential post and you will be required to live in the accommodation provided. You will have access to this property throughout the tenure of the contract, including school holidays (where appropriate).

The property is a small one-bedroom self-contained room (which may or may not have ensuite facilities) that is suitable for a single person. It is provided with basic furniture and furnishings only. All services and utilities are provided free of charge.

HOLIDAYS:

You are entitled to the statutory minimum annual leave entitlement under the Working Time Regulations 1998, which is to be taken during school holidays. Therefore, you will not normally be required to work during school holidays. However, Focus Days and term time are designated as working weeks. It is important to avoid making any holiday arrangement (e.g.: booking flights) without first consulting your Line Manager. Normally, you will not be required to work on public holidays unless the public holiday falls during the school term (eg: the May Bank Holiday). Additionally, all staff are expected to attend Focus Days and staff meetings at the start of each term prior to the return of pupils. These dates are also published in advance.

During the holidays, you may need to work reasonable hours in preparation for the new term, or in order to fulfil your job responsibilities. Prior to the start of a new term and at the end of term you will be required to work some additional time to ensure that the Boarding House is ready, and also for staff meetings and training. All these dates are published and your Line Manager will advise you of what will be required. It is important not to make any holiday arrangements (booking flights etc.) before checking with your Line Manager.

Normally, you will not be required to work on public holidays, unless the public holiday falls during the School term (for example May bank holiday). In particular, all staff are expected to attend INSET and staff meetings at the start of each term prior to the return of the girls. These dates are published in advance so you will have plenty of notice.

TERMS continued...

Pension

Eligible staff will be automatically enrolled onto the contributory pension scheme.

Personal Accident Insurance Scheme

The School currently participates in a Personal Accident Insurance Scheme for all employees.

Fee remission

The School currently offers all staff a discount on fees should their daughter(s) attend the School.

Parking

Free parking is available on site.

Welfare

A number of welfare initiatives are available to staff including free use of the School's swimming pool and gym (at set times), access to discounted massage and reflexology sessions, spin bike and yoga classes. The School has an onsite medical centre, staffed by qualified nurses that staff may use, with the addition of access to a counsellor. There are a number of social events throughout the year that staff may attend.

Safeguarding and Child Protection

Heathfield is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the School's Safeguarding Children and Child Protection policy and procedures at all times.

Health and Safety

All staff at Heathfield are required to remain vigilant, observe all relevant Health and Safety policies and procedures, take reasonable care of their own and others' health and safety.

Equality and Diversity

Staff are expected to promote equality of opportunity for all pupils and colleagues, both current and prospective, and support an environment that values diversity.

Promoting British Values

Heathfield recognises the importance of placing emphasis on fundamental British values in the curriculum and all other aspects of School life. These values reflect the ethos of the School and all members of the community have a role to play in delivering the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. All subject areas, and all non-teaching staff are responsible for promoting these values when opportunities arise.

Data Protection

All staff have a responsibility to ensure that data they are responsible for is accurate and appropriate to the needs of the School, and they are responsible for ensuring any personal data processed for any purpose or purposes in connection with their role at the School, shall not be kept for longer than is necessary for that purpose or those purposes in accordance with the Data Protection Act 2018 and the School's Privacy Policy.

Application Process

Letters of application, completed application forms and CVs should be submitted for the attention of Mr Andrew Valner, Assistant Head (Pastoral and Boarding) and Deputy DSL at recruitment@heathfieldschool.net

Closing date for applications: **Noon, Friday 25 April 2025**

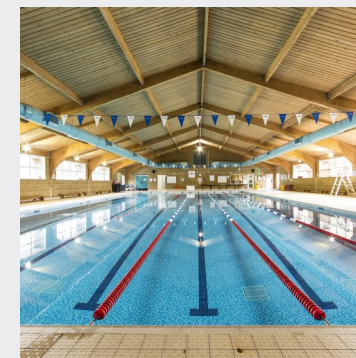
Interviews: Week commencing **TBC, following application**

Please note that the School reserves the right to interview on receipt of applications and to appoint prior to the deadline, so early application is recommended.

All staff take part in the School's performance management process and must abide by the Code of Conduct for Staff at Heathfield School. Applications will be acknowledged and will be valued against the selection criteria. Heathfield School welcomes applications from all sectors of the community.

DISCLOSURE AND BARRING SERVICE (DBS):

Heathfield School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Enhanced Disclosure and Barring Service check. Heathfield is an Equal Opportunities Employer and a registered Educational Charity, no. 309086, as well as a data controller and registered with the Information Commissioner's Office as required under current data protection legislation. Further information about how we use personal data is available on request.



Facilities

The school is set in 36 acres of stunning grounds in Ascot, Berkshire. The theatre and assembly hall were completed in 2009 and our state-of-the-art STEM (Science Technology Engineering and Mathematics) building was completed in the summer of 2015. We have recently open our new Cadogan Sixth Form Centre and have future plans to increase and improve staff housing and classroom and boarding accommodation.

The school employs approximately 130 staff, of whom around 40% are teaching. A further 30 are engaged as contractors in catering and peripatetic teaching.

Heathfield has extensive grounds with five lacrosse pitches, tennis courts, netball courts, a purpose-built Sports Centre with a fitness suite, dance studio, spin studio and a 25m indoor swimming pool. We also have six acres of woodland, which is used as a fitness trail and recreational walks for students and staff. Heathfield also has its own tuck shop.

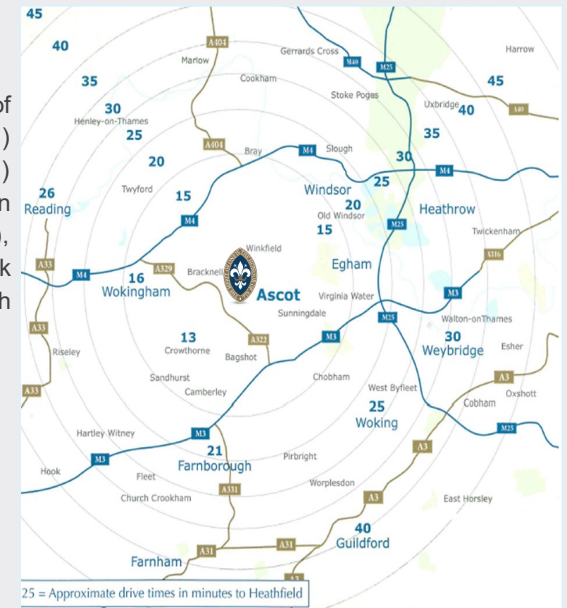
The school is fully equipped with all necessary IT. There are two specialist ICT rooms and a multi-media digital recording studio. All pupils bring a laptop to school.

Staff have their own common room, with refreshment making facilities and a dedicated staff study with computers. Catering is excellent and freshly prepared on site each day.

We welcome all staff becoming involved in all and any aspect of co-curricular provision, including the Duke of Edinburgh awards, school trips and visits (both UK and abroad) and clubs and activities, existing or new. Heathfield is a member school of the BSA, GSA, ISBA and AGBIS.



Heathfield is situated 31 miles west of London, five miles from the M3 (J3) and seven miles from the M4 (J10) motorways. There is a rail link between Martins Heron (our closest station), Ascot and London Waterloo. Gatwick and Heathrow airports are also both within easy reach.





Heathfield School

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