



September 2025

Housemistress/ Housemaster The Lodge boarding house

UPPINGHAM



From the Headmaster, Dr Richard Maloney



We have a proudly holistic ethos which, within a full boarding context, allows us to creatively maximise our seven-day week experience for the greatest benefit of all our pupils - be they boarding or day. For young people's experience of Uppingham to be as rich as it can be, we need to have the strongest possible cadre of professionals leading our sixteen houses.

The HsM (housemistress / housemaster) is the principal adult in the life of a boarder. The HsM shapes the experience of school, inspires, instils confidence and ensures the safety and happiness of each Uppinghamian. It may be one of the most demanding roles in the School, however, it is also one of the most rewarding and stimulating.

We are looking for someone to join us not just to run our unique girls' Sixth Form house, but to help contribute to the future development of Uppingham in a time of energy and change. We want someone who will be a key player in our excellent HsM team, but who also has the capacity to help shape the quality and experience of our boarding for the 2020s.

I hope you find this a challenge you want to take on. You will find the School and town wonderful, the people fantastic, and our ambition unparalleled. We aspire for Uppingham to be the very best school and want only the very best people to work with us.

I look forward to meeting you.

Dr Richard Maloney
Headmaster



Boarding at Uppingham

A pupil's boarding house is central to their life at Uppingham.

You will be a crucial member of our excellent HsM team and help shape the quality and experience of our boarding for the 2020s.

Each boarding house represents a full spectrum of the personalities, characters and talents found across the School. All have a rich mix of pupils who excel as academics, in sport or as musicians and actors. The overall result is that every boarding house is a microcosm of Uppingham life.

House dining is a crucial feature of Uppingham's pastoral care, with every house (fifteen in total) having its own dining room. The HsM will see the pupils at meals, at the evening house call over, and informally by simply being in the same building. Meal times are a combination of formal lunches – where visitors and a rotation of visiting staff are welcomed – and more informal suppers and breakfasts, all of which offer the chance for staff to engage with pupils and for pupils to feel at home.

Our HsMs work closely together and, as a consequence, high standards and policies operate across the board. There is an extensive leadership support team and developed communications systems, sustained by the School's strong emphasis on staff well-being.

Each HsM is supported by a resident deputy HsM who is typically a lead member of the team of house tutors. Every tutor within the team has a 'night on duty' each week and supports a group of pupils within the house. Furthermore, the HsM can rely on the expertise of a fully-staffed medical and counselling centre, as well as two house matrons who support the pastoral care and medical needs of the pupils.

Healthy inter-house competition is encouraged and celebrated, and the rich diet of formal inter-house competition in sport, music, debating and general knowledge offer ideal forums for pupils to explore and develop confidence and new talents.

About the House – The Lodge

The Lodge is the only house exclusively open to girls who join Uppingham in the Sixth Form. It is a beautiful gothic-revival building, set in elegant landscaped grounds opening onto the valley and arboretum that lead to the Middle playing fields. The house has a varied history: built during the 1860s as a lower school, it was then a boys' boarding house from 1921 until 1994. It is conveniently located, near to all the arts, science, and sporting facilities of the Western Campus, and a five-minute walk to the main school buildings and music schools.

The Lodge's 45 girls each have their own single bedrooms. The house also has extensive communal areas, including three common rooms and a quiet room.

The Lodge is pictured on the front cover.



About the role: Housemistress/Housemaster

Uppingham's HsMs aspire to run their boarding houses resourcefully and creatively. Working with their fellow HsMs, under the guidance of the senior pastoral leadership team, HsMs ensure consistency of excellence in boarding house provision, whilst complying with all regulations relating to boarding and safeguarding.

The most important feature of the HsM role is to identify and meet the needs of each and every pupil. Each boarder needs to be given a sense of community, inclusion and above all safety and security. All staff within the House aim to work collaboratively and thoughtfully to support the delivery of an outstanding boarding experience, including a comprehensive health and welfare service, for every Uppinghamian.

One of the key skills of a Sixth Form boarding HsM is the ability to build strong relationships quickly with the girls, and to recognise and act upon the challenges faced by pupils entering a school in the Sixth Form.

HsMs are in loco parentis (both legally and in terms of care-giving). For that reason, HsMs model the very highest standards of personal behaviour and ensure the same from each member of their team: every adult is a visible role-model for our pupils.

Although demanding, being a HsM at Uppingham is intensely rewarding. Balancing house needs with the demands of wider school activities (academic and social) requires flexibility and co-operative working with colleagues outside the boarding environment. The HsM is key to ensuring the staff within their control are motivated, engaged, trained, supported and competent to deliver the very best service to our pupils.

About the person

The person appointed will be a strong, dynamic character with warmth and charisma, pastoral experience of boarding, experience of boarding house management (for example as a deputy/assistant HsM), excellent subject knowledge, a strong academic honours degree, expert classroom management skills and rapport with pupils. The abilities to communicate well at all levels, and in various contexts and media, and to work at pace and effectively, are essential. The successful candidate will have high personal and professional standards, with well-developed pastoral instincts. Willingness to take part in the wider life of the School is a prerequisite. The demanding nature of the role of HsM in the context of a fully-boarding, seven-day-a-week, co-educational school requires the successful candidate to have deep reserves of stamina, emotional intelligence and resilience.

A recognised teaching qualification such as a PGCE is desirable, along with a track record of excellent teaching experience and appropriate training.

Teaching at Uppingham

Remuneration and Benefits

Because Uppingham values its staff, the School has its own generous salary scale, which is reviewed annually. The HsM role is positioned on the Leadership Pay Scale and the salary will be commensurate with the appointee's experience and reflects the seniority of the role. The School offers an extensive range of benefits including a school fee discount scheme for children of staff, free gym membership, subsidised medical scheme, excellent pension scheme, and free Westfield Healthcare and Rewards package which includes discounts in thousands of retail outlets, restaurants, cinemas and with holiday providers.

The HsM lives in the private side of the house, which provides family sized accommodation. Assistance with reasonable removal expenses is provided.

Life in Rutland

Rutland – England's smallest county – is located in a beautiful part of the country. Alongside the stunning countryside, with Rutland Water only six miles away, there are a mass of leisure pursuits on our doorstep.

The town offers a range of independent stores and its location allows access to a number of thriving cities and towns.

Uppingham is equidistant between Peterborough and Leicester which have excellent shopping centres, and Leicester, Nottingham and Birmingham all enjoy first-class theatre and concert facilities. Cambridge can be reached in 50 minutes and Oxford in an hour and a half. London is an hour by train from Corby, Kettering or Peterborough.

Uppingham town has nurseries, two maintained primary schools and an 11-16 community college, with sixth form colleges in nearby towns, such as Oakham and Stamford. There is a considerable community of young children within the area.

Closing date:

Friday 14 March 2025, 9.00am

Interviews:

Longlist interviews:
20 and 21 March 2025

Shortlist interviews will follow
w/c 24 March 2025

The next steps

Applications must be made on the School's application form, which can be obtained via the School website or from hr@uppingham.co.uk.

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Completed applications must reach us by the closing date and should be returned to recruitment@uppingham.co.uk or by post to:

HR Department, Uppingham School
High Street West, Uppingham, Rutland LE15 9QE

Uppingham School is committed to safeguarding and promoting the welfare of children. Successful candidates must be willing to undergo full screening in accordance with Keeping Children Safe in Education (KCSiE), including an Enhanced Disclosure and Barring Service check. Issues relating to safeguarding and promoting the welfare of pupils will be explored at interview.

At Uppingham School, we value a truly inclusive, fair and equal work environment for all. Opportunities to work at Uppingham School are open to all, at all levels.

We want to further increase the diversity of our workforce and actively encourage and welcome applications from candidates who have black, Asian, and minority ethnic backgrounds.





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