

Marchant-Holliday School
North Cheriton
Templecombe
Somerset
BA8 0AH
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hr@marchant-holliday.co.uk



Head of Boarding and Residential Life (Live-in)

Salary: from NJC scale point 23 **£34,434** to scale point 28 **£39,152** (depending on experience) with an additional residential allowance of **£12, 312** per annum

Start date: September 2026 (Subject to onboarding checks and Enhanced DBS)

Full time, permanent

Working Pattern:

This is a live-in role from Monday to Friday, designed to ensure consistent leadership presence across key points in the residential day, including morning routines and evening provision.

The role is structured across a 37.5 hour working week, delivered through a split-day model reflecting the needs of boarding. The weekly working pattern is structured as follows: Monday 2:00pm–9:00pm; Tuesday to Thursday 7:00am–9:00am and 2:00pm–9:00pm; Friday 7:00am–10:30am.

Benefits and Rewards:

- 10 weeks paid leave to be taken during school holidays
- 10% Employer Pension Contribution
- Employee Assistance Programme through Aviva and Health Assured
- On-site parking
- Supportive, fully funded CPD programmes available (levels 2-7)
- Career progression routes for suitable candidates
- Extensive training including in-house delivered and visiting experts (e.g. Trauma, ASC/ADHD, Attachment, Theory of Mind, Team Teach, Personal Development, Health and Wellbeing)
- Wellbeing focused school-wide practice
- On-site Wellbeing programme including supportive Wellbeing Champions, Retreat Room, and activities
- Use of private, indoor pool, sports facilities, woodland area and extensive climbing frame equipment for staff and families during school holidays
- Opportunity to transform the lives of vulnerable children and families

The Marchant-Holliday School is a welcoming and forward-thinking independent special school for boys aged 5–14 with Education, Health and Care Plans (EHCPs) for social, emotional and mental health (SEMH) needs. Our highly relational, communication-rich approach underpins everything we do.

We are a day and weekly boarding school set within extensive grounds, offering a rich and

engaging curriculum alongside outdoor learning, therapy, and residential experiences.

The Role:

We are seeking an experienced, reflective and ambitious leader to take on the role of Head of Boarding and Residential Life (Live-in). This is a demanding but deeply rewarding role, offering the opportunity to make a lasting and meaningful difference to the lives of children and young people. The role offers a high level of autonomy, balanced with strong support from a collaborative and experienced senior leadership team

This is a key senior leadership position, leading, shaping and continuously developing a high-quality residential provision that is both nurturing and aspirational. You will join a committed and reflective team who value collaboration, consistency and shared responsibility, with a strong focus on staff wellbeing and professional development.

Boarding at The Marchant-Holliday is not simply care provision — it is a vital part of our pupils' development. We believe that some of the most meaningful learning happens beyond the classroom, through relationships, routines, shared experiences and developing independence.

This is an opportunity to take a lead role in shaping and developing the future direction of boarding at the school, with real scope to influence practice, culture and provision. The role requires resilience, consistency and the ability to maintain high standards within a dynamic and evolving residential provision.

The successful candidate will:

- Lead and develop a coherent 24-hour curriculum, integrating care, education and personal development
- Ensure pupils experience a rich programme of activities, trips and outdoor opportunities
- Promote an active, experiential residential lifestyle that supports SEMH needs and wellbeing
- Support pupils' preparation for adulthood, including independence, social skills and life experiences
- Lead a team to deliver consistent, relational and high-quality care practice
- Oversee the effective use of resources and staffing to ensure a high-quality and sustainable residential provision

This is a live-in leadership role (Monday–Friday) requiring strong visibility, presence and commitment to the lived experience of pupils.

We are looking for someone who:

- Is an experienced residential or pastoral leader
- Has a strong understanding of SEMH and trauma-informed practice
- Can lead both strategically and in practice
- Values relationships, consistency and high expectations
- Is deeply committed to making a lasting difference in the lives of children
- Brings a positive, creative and practical approach, with the ability to engage pupils through meaningful, fun and purposeful experiences
- Is able to model a nurturing, relational style, balancing warmth, high expectations and clear boundaries
- Holds a full UK driving licence and ability to safely and confidently drive school vehicles to support residential provision, including trips and off-site activities

In return, we offer a supportive staff culture, excellent facilities, strong therapeutic support, and the opportunity to make a genuine difference to children's lives every day.

We welcome applications from candidates with experience in residential childcare, boarding, or related fields such as outdoor education, youth services, probation or activity-based provision, where strong transferable skills in leadership, safeguarding and supporting young people can be clearly demonstrated.

This is a unique opportunity to play a key role in shaping the future of boarding at Marchant-Holliday School, within a provision that is ambitious, evolving and committed to excellence.

This is a live-in leadership role based within the school's boarding provision. The successful candidate will be provided with a self-contained, single-occupancy flat within the boarding house. Residence in the accommodation is a requirement of the role in order to provide senior leadership presence and support within the boarding provision.

The accommodation is available for the postholder's use throughout the year if desired, although the postholder may leave on Fridays and return on Mondays outside residential working periods. The accommodation is for sole occupancy by the postholder. The accommodation is intended for sole occupancy by the postholder and is not suitable for partners, children, visitors or pets.

During term time, main meals can be provided. A kitchenette is also available within the flat for preparing light meals during the day.

The post includes a 37.5-hour scheduled working week, delivered through a split-day pattern across mornings and evenings, together with required overnight residence Monday to Thursday as part of the live-in leadership arrangement. Overnight, the postholder is not expected to undertake routine direct care but must be available to provide senior leadership presence and escalation support if required by residential childcare practitioners. Residential childcare practitioners retain responsibility for direct overnight care. Additional emergency support is available through the school's on-call Senior Leadership Team rota.

Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced level Disclosure and Barring Service check will be required.

Prospective candidates are strongly encouraged to visit the school ahead of submitting an application. **Please only apply using the school's application form** found on the School's website at <https://marchant-holliday.co.uk/about-our-school/vacancies> or obtained by contacting the school office on 01963 33234.

Please return applications to: hr@marchant-holliday.co.uk

Closing Date for applications: **Monday 27th July -Midday**

Shortlisting: **Monday 27th July 2026**

Interviews **WB Monday 3rd August 2026**