



WYCOMBE
ABBEY

Resident Matron
(Junior House)

January 2027

Information for Applicants



Consider Wycombe Abbey

Wycombe Abbey is an exceptional place; we operate as a modern full boarding school for around 650 girls, and we are committed to the development of each one. We have over 125 years of experience in educating young women and our vision remains to provide our pupils with a world class education. We are excited about encouraging curiosity, bold ideas, innovation, leadership and delight in learning - inside and outside the classroom.

We are a welcoming and vibrant community for all staff. Our school is set in 170 acres of parkland within a five-minute walk of the town of High Wycombe. We offer superb modern facilities, including a sports centre, a performing arts centre, a wide range of teaching facilities and 11 boarding houses. We are constantly improving our site and, through our new visionary masterplan, we will see the creation of a truly world-class campus over the next decade.

Wycombe Abbey's outstanding reputation for excellence is built on the dedication and skills of the people that work at the School. Every member of staff at Wycombe Abbey contributes towards the School's thriving community and works to continually strengthen our ambition for excellence. We seek to recruit well-qualified and enthusiastic staff who demonstrate knowledge of, and passion for, their area of expertise and contribute to the wider life of the School. In return, the School provides staff with a wide variety of opportunities to develop professionally within a supportive team and wonderful working environment. Please do watch the video to hear more from the staff themselves about working at the School.

Superb academic outcomes are the hallmark of a Wycombe Abbey education and girls regularly secure places at the most prestigious universities globally. However, we understand the importance of looking beyond the narrow confines of excellent examination results to define success. Our rich co-curricular programme includes an array of activities and opportunities, ensuring that every girl develops her passions and explores new possibilities. These experiences, in turn, help to build the skills, discipline and character that will support her future life.

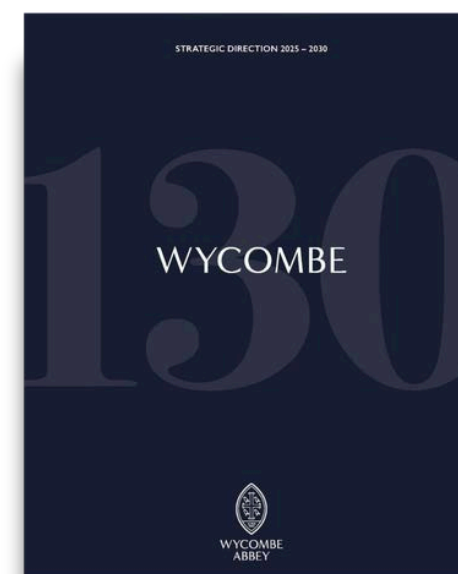
Ultimately, schools are about people and at the heart of Wycombe Abbey's success is our total commitment to pastoral care through boarding. The core values of trust, encouragement and mutual respect underpin everything we do; in this happy and close-knit community everyone is known as an individual, friendships flourish and girls enjoy each other's company.

Thank you for your interest in joining Wycombe Abbey. We hope that you will find the information in this pack useful, and we look forward to hearing from you if you feel that this post may suit your skills and experience.

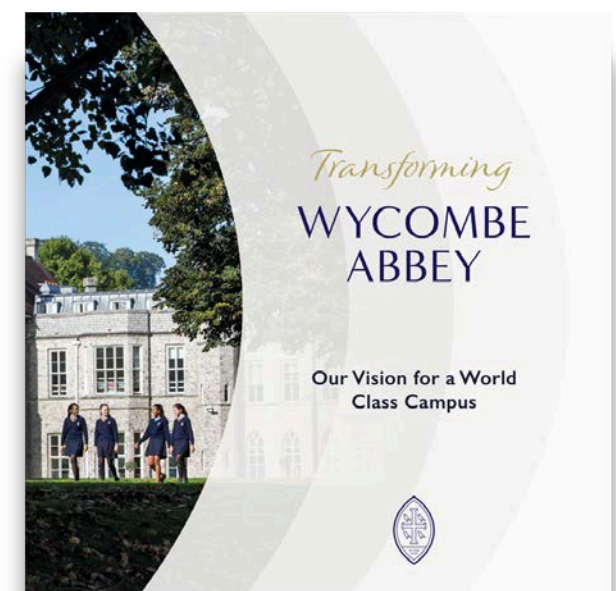
Mrs Jo Duncan
Headmistress



[Watch our film to hear why you should consider working at Wycombe Abbey.](#)



[Read our Strategic Direction](#)



[Read about our Masterplan](#)



Our Values

Our values are the principles that guide the way we interact with other individuals and groups and are especially important in a boarding community like ours.

These are the values that shape our school.

Trust – we foster strong relationships built on trust through good communication, willingness to listen and honesty.

Encouragement – we promote a positive atmosphere where all members of the community are supported to develop and fulfil their potential.

Mutual Respect – we seek to understand and embrace differences in people, ideas and experiences with tolerance and understanding.

Dynamism – we are a forward-thinking school that nurtures the leaders of tomorrow for a global workplace.

Excellence – we believe in the importance of striving to be exceptional in whatever we do through the setting of ambitious goals and taking ownership of our decisions and actions.

Balance – we understand the importance of supporting staff and pupils to thrive by maintaining a healthy mind and body.

Innovation – we are excited about creating the future through being open-minded, curious and embracing change.

Service – we recognise the great rewards that individuals reap in helping, supporting and giving to others both within the School community and beyond it.



Working at Wycombe Abbey

Wycombe Abbey is an exceptional place to work. Set in 170 acres of beautiful Buckinghamshire parkland, the School aims to encourage all staff to develop their talents within an inspiring, fulfilling and caring community.

In total, approximately 420 teaching and support staff are employed at the School on either a full or part-time basis. Each year a number of newly qualified, and in some cases unqualified, recent graduates join the staff body. There is proactive support for all new members of staff, who are guided through their first year at School by a variety of colleagues, with the line manager and an individually-appointed mentor taking the lead.

Staff wellbeing is a key focus for the School with the Headmistress taking a lead role in this area. Our core values of trust, encouragement and mutual respect shape our interactions with each other and those outside the School.

Professional development is highly valued at Wycombe Abbey and all staff are encouraged to participate in a vibrant and robust professional development programme offering a range of opportunities including inspirational speakers, workshops, accredited courses, conferences, coaching and mentoring.

All staff at Wycombe Abbey are encouraged to embrace and be part of boarding school life and are linked to a boarding house when they join. Staff are welcome to participate in House activities, such as trips and events and all are invited to School events throughout the year.

During the School holidays, a number of commercial activities and external programmes take place on School grounds. These activities are important for our community engagement and revenue generation. All staff are expected to support these operations as required.

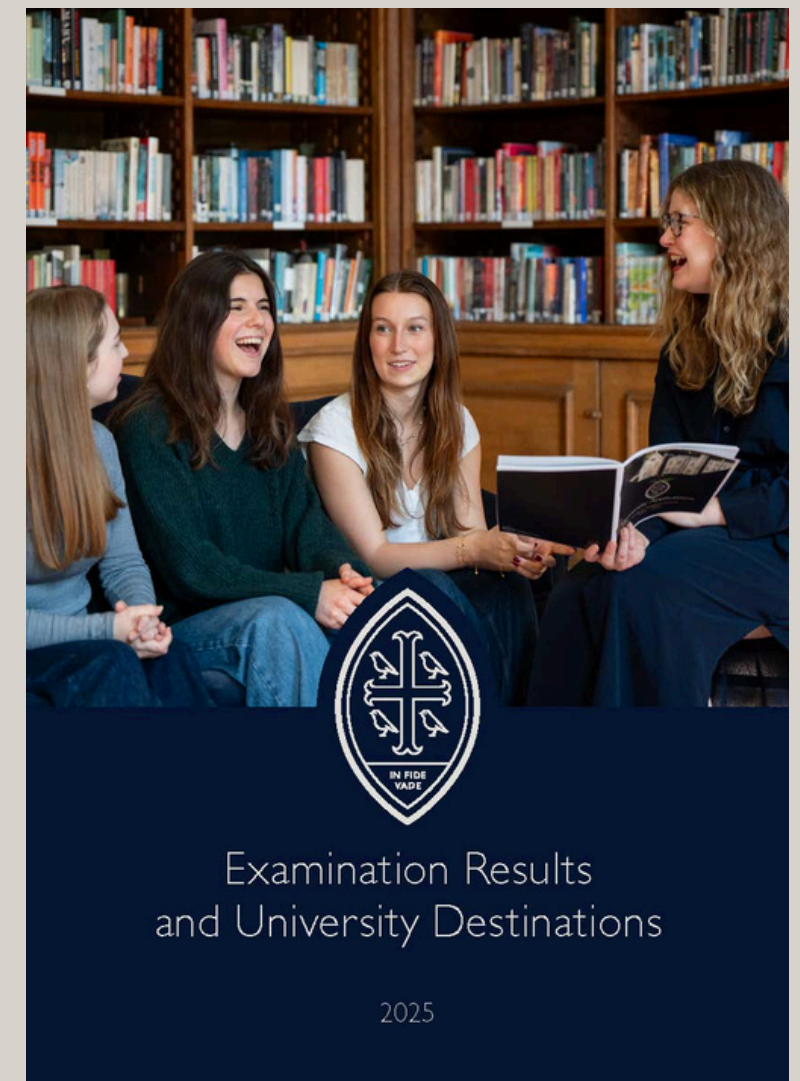
We provide a variety of employee benefits which we are continually adding to, some of which are listed below.

Benefits of Working at Wycombe Abbey

- A focus on staff wellbeing with a dedicated Wellbeing Committee chaired by the Headmistress. Events and activities include regular get togethers, a walking club and book-swap.
- Free parking provided on-site.
- Free use of the Sports Centre including swimming pool, gym and courts/pitches.
- Fee remission for daughter(s) who are eligible and meet the School's entrance criteria is applicable.
- Prep School Fee Remission is available with selected preparatory schools for children who are eligible and meet the relevant entrance criteria is available.
- All eligible staff enrolled automatically to the School's Defined Contribution pension scheme.
- Invitations to school productions and concerts throughout the year.
- Easy access to London (24 minutes to Marylebone), the Chiltern Hills and attractive towns such as Marlow, Henley-on-Thames and Beaconsfield. Heathrow is also just 20 miles away plus good transport links to other London airports.
- Provision of meals and refreshments all year.
- Generous training and development scheme with regular whole staff in-house and external training.
- Free eye tests.
- Use of the School Library to borrow books.
- Access to the Employee Assistance Programme.
- Cycle to work scheme.
- Free will writing.
- Salary sacrifice on electric vehicles.

University Destinations and Results

Wycombe Abbey has a long tradition of academic success. The learning environment is supportive, yet challenging, and our teaching specialists communicate a genuine love of their subject, encouraging all our pupils to pursue an intellectual curiosity beyond the curriculum.



[Click to see results and destinations](#)



The Role: Resident Matron (Junior House)

Wycombe Abbey seeks to appoint a Resident Matron to provide ad hoc support to the boarding House team, working with girls aged 11-12. This is an important support role within our pastoral teams, working under the direction of the Senior Resident Matron, Housemistress and Deputy Housemistress to create a welcoming, supportive, encouraging and cheerful environment for our girls.

Boarding is the key to our continued success. The School has a culture that stimulates and inspires throughout the day, seven days a week, empowering girls to achieve their best, academically and socially. In our happy and close community, each girl is known, and cherished, as an individual. Consequently every girl's potential, whatever that might be, is explored and fulfilled.

There are two transition Houses: Junior House, for all Year 7 girls and the Upper Sixth House, Clarence. In addition, there are nine Senior Houses which each cater for approximately 50-60 girls in Years 8 to 12. The Housemistress has the overview of each girl's personal and academic development, along with the Deputy Housemistress and the House Team, and is key to the success of our boarding ethos. Working with the House Team, the Housemistress is responsible for ensuring a safe and comfortable environment in which pupils can both study and enjoy relaxation.

The Health Centre is staffed 24 hours a day by well qualified Nurses. They are always on call to give medical assistance, as are the School Doctors. They are key members of the pastoral team, both for the girls and the whole staff, as are the Chaplain, School Counsellors and the Designated Safeguarding Lead and Deputies.

The Houses are small enough for each girl to be known and to appreciate that she is a vital and integral part of the community; warmth, support and great friendships are at the core. The ethos of caring for one another starts here and spreads naturally across the whole School.

[Find out more about Pastoral Care at Wycombe Abbey](#)



The Role: Resident Matron (Junior House)

Wycombe Abbey seeks to appoint a Resident Matron (Junior House), to provide outstanding pastoral care for the girls in the School, under the leadership of the Senior Resident Matron, the Housemistress (Junior House) and the Deputy Head (Pastoral). The Resident Matron will be part of a team providing a relaxed, happy and caring environment within the boarding House.

Reports to:

Housemistress (Junior House) and works closely with the Senior Resident Matron.

Hours of work:

Term time only, plus sufficient time before the beginning and after the end of term to ensure the House is prepared.

Resident Matrons will be on duty across a number of boarding houses throughout the School to support the existing teams.

The Resident Matron will be on duty whilst in residence with the exception of a 36-hour period each week. This period of time is decided in negotiation with the School as appropriate and may vary depending upon the needs of the School.

There is time off during the course of the day/evening which should be agreed in negotiation with the Housemistress.

The Resident Matron may be required to attend duties in the event of emergencies.

Contract:

Permanent, term-time contract. The first three months will be a probationary period.

Salary:

£31,260 per annum (based on £20.78 per hour), plus accommodation and meals.

Accommodation:

Junior House is a standalone House towards the top of Marlow Hill, a short walk from the main Abbey with its own dining room, library and recreation room, as well an outdoor play area. The Resident Matron is provided with one-bedroom accommodation within the house. This is a residential role and the postholder is required to be in residence on-site during term-time (bills and meals included).

[Click here to watch our Junior House film](#)



The Role: Resident Matron (Junior House)

Key Responsibilities

- As part of the School pastoral team, carry out general duties as assigned by the Housemistress.
- Provide support, supervision and pastoral care for unwell pupils, including pupils in self-isolation.
- Foster a warm, homely, encouraging and welcoming atmosphere.
- Ensure bedtime routines are followed.
- Welcome and meet parents at key times.
- Coordinate and organise the girls' travel arrangements.
- Encourage high standards of appearance and personal hygiene.
- Help with House entertainment for girls, parents and staff eg dorm feasts, parents' drinks and parents' days.
- Run the House Dispensary and dispense simple medication, maintaining careful medical records - referring to and liaising with the Health Centre when necessary.
- Measure and weigh each girl regularly and check each girl termly for head lice or as required, keeping records and informing the Housemistress, other Resident Matrons and Health Centre if there is any cause for concern.
- Escort any girl to an appointment as required, or accompany a girl to the hospital in event of an emergency, ensuring there is cover if needed.
- Oversee the girls' clothes and carry out laundry.
- Run House Lost Property and check for lost property in School one day a week.
- Check on and help with the tidiness of the House.
- Report building faults to the Estates Department, prioritising urgency.
- Before the beginning of each term, prepare the House for the girls' arrival.
- After the end of each term, check the House so that it is tidy and organised for the cleaners.
- Run a 'shop' with basic supplies and arrange for the billing of girls, managing the stocks.
- Ensure valuable items are appropriately secure during the holidays, including overseas girls' possessions.
- Carry out administrative tasks as requested by the Housemistress.
- Carry out any other duties as commensurate with the role.



The Role: Resident Matron (Junior House)

Person Specification

Specialist knowledge and experience

- Positive interaction with and an understanding of the needs of young people.
- Good IT skills: able to email, data entry and produce Word documents.

Organisation

- Ability to organise time effectively, prioritising workload and meeting deadlines.

Communication

- Effective communicator, both verbally and in writing. Able to record effectively in writing and convey information accurately, including reporting to senior management.
- Ability to maintain strict confidentiality.

Interpersonal skills

- Proven ability to build rapport and establish effective and supportive relationships with colleagues and young people.
- Ability to put the needs of others first and look after their interests.

Using initiative

- Proactive in seeking solutions to enable conclusion of tasks.

Customer focus

- Polite, friendly and helpful manner.
- Willing to “go the extra mile” to ensure customer satisfaction.

Flexibility

- Ability to successfully adapt to changing demands and conditions.

Reliability

- Demonstrates commitment to the organisation and constantly reviews and reflects upon own performance.

Safeguarding

Wycombe Abbey is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced Disclosure and Barring check.



Terms of Appointment

A formal contract of employment will be drawn up on appointment.

- Contract
 - This is a full-time, permanent contract. The first three months will be a probationary period.
- Appointment Date
 - January 2027.
- Salary
 - £31,260 per annum (based on £20.78 per hour).
- Accommodation is provided for the duration of the contract.
- Provision of Meals.
- Meals and refreshments are provided free of charge during term time.
- School Fee Remission for daughter(s) who are eligible and meet the School's entrance criteria is available.
- Prep School Fee Remission with selected preparatory schools for children who are eligible and meet the relevant entrance criteria is available.
- Pension Scheme
 - The School offers membership of the School's Defined Contribution Pension Scheme.
- Death in Service Cover
 - Life cover at 4 x annual salary, subject to contributing to the Pension Scheme.
- Equal Opportunities
 - It is the policy of Wycombe Abbey to ensure equality of opportunity for all members of staff, both teaching and non-teaching.
- Safeguarding
 - All staff share responsibility for promoting and safeguarding the welfare of pupils and must adhere to, and comply with, the School's Safeguarding and Child Protection Policy at all times.
- Pre-Employment Checks
 - The appointment is subject to an Enhanced Disclosure and Barring check.



Wycombe Abbey Community

Wycombe Abbey is a welcoming and vibrant community of 420 teaching and support staff.

Our School is set in 170 acres of parkland within a five-minute walk of the town of High Wycombe. There is easy access to London, the Chiltern Hills and attractive towns such as Marlow, Beaconsfield and Henley-on-Thames nearby.

There are many National Trust properties within five miles such as Hughenden Manor, Disraeli's home for many years, West Wycombe Park and Cliveden.

There are outstanding primary, prep, and secondary (including grammar) schools in High Wycombe itself and also in surrounding towns. London is within easy reach, with the fast train from High Wycombe to London Marylebone taking just 24 minutes. Oxford and Bicester Village are within 30 miles, with a direct train link. Wembley Stadium and Heathrow are just 20 miles away and there are good transport links to other London airports..

There is a range of committees that staff can join including Staff Wellbeing, Equality, Diversity and Inclusion, CPD and others. The Staff Wellbeing Committee organises staff wellbeing and social events on a regular basis, which are well attended.



Follow us on social media:
@WycombeAbbey



Closing date: 4 October 2026

Interviews: 12 October 2026

To apply, please fill in an online application
by clicking Apply Now.

We are an equal opportunities employer.
Registered Charity No. 310638

We are a Disability Confident Committed Employer.

Apply Now



If you have any questions, please do not hesitate to contact
the HR Team on 01494 895575
or hr@wycombeabbey.com.

