



Position Description

Position: Boarding House Assistant

Position Status: Casual

Classification: BH 1.1, in accordance with the Presbyterian Ladies' College General Staff Agreement 2022-2024

Reports to: Head of Boarding. All positions in the College ultimately report to the Principal.

Presbyterian Ladies' College

Established in 1875, Presbyterian Ladies' College is a leading Christian independent school for girls from Kindergarten to Year 12, with onsite boarding available from Year 7.

The campus is situated in the east of Melbourne on a 16-hectare site, creating a unique environment of a school in a park.

Our core values, underpinned by our Christian Ethos, are Integrity, Empathy, Courage, Delight and Service, and these provide an enduring foundation for dynamic learning.

The College Mission is an outstanding education within a Christian context that:

- prioritises care
- promotes holistic development and growth
- personalises learning
- provides enriching opportunities
- perpetuates principled living and a service ethic
- prepares students for their time as scholars, thinkers, citizens, advocates, and leaders

Our consistently impressive academic results reflect the high-quality teaching, dedication of the students and visionary leadership for which the College has long been renowned.

We value and nurture the individual strengths and passions of the students. The personal development of our students is our priority with extensive age-appropriate care and wellbeing programs. Asian and European language studies are part of the curriculum from Prep to Year 12 with many students continuing foreign language study through either the Victorian Certificate of Education or the International Baccalaureate pathway.

The students' talents and interests are nurtured within a rich curriculum program, as well as through extensive co-curricular offerings.

Our ultimate goal is to develop girls who are fully prepared and will flourish in their life and work well beyond school as they contribute in meaningful ways to their community as scholars, thinkers, citizens, advocates and leaders.

Context of the Role

The Boarding House Assistant is part of a team of permanent and casual staff who assist with the functioning of the Boarding House. Members of staff in the College will also be aligned to the College's goals, as set out in the strategic plan.



Position Overview

The purpose of the Boarding House Assistant is to assist in the smooth and effective running of the Boarding House as directed. They will ensure the welfare of the girls remains of paramount focus by supporting and upholding the aims and policies of the College. They will also lead by example and show a genuine interest in its activities and encourage others to take part in them.

Key Responsibilities:

Examples of duties include but are not limited to:

Communication

- build and sustain positive relationships with staff, parents, students and other members of the College community

Care

- ensuring the girls are up and ready for school each morning
- engage with Boarding House student leaders to understand the needs of students
- actively engage in student activities in the Boarding House which build a sense of community
- monitor and nurture the girls' academic progress, and social emotional development
- provide opportunities for strengthening bonds between the students and staff
- communicate student progress to parents through a variety of means
- provide opportunities to share culture, language and traditions within the Boarding House
- develop programs which support the development of the Graduate Outcomes

Organisation

- comply with all relevant legislation, and policies and procedures which may be amended from time to time
- actively contribute to a broad range of school activities and have flexibility to attend after-hours commitments when required
- attend staff meetings and staff professional development days as directed
- ensure the confidentiality and privacy of members of the College community is respected
- undertake all rostered duties

Administration and Operations

- monitor girls during meal times, noting in particular absences and keeping meals for those requiring it
- assist in maintaining cleanliness of dining room
- support girls at homework time
- ensure all entry/exit points to Boarding House are suitably locked and security is kept as utmost importance
- ensure all visitors to Boarding House report to staff and inform you of their purpose in Boarding House
- ensure security of staff office is maintained
- receive and direct incoming calls
- communicate with Head of Boarding/Nurse regarding a girl's illness, either current or potential
- communicate any concerns (emotional or behavioural) regarding an individual girl to Head of Boarding
- ensure open communication between School and Boarding House is maintained regarding daily requirements (uniform; absenteeism, excursions, exams, etc)
- keep record of girls' activities and outings, ensuring always to have a contact number
- escort girls to medical appointments as required



Other Duties

- as directed by the Head of Boarding and the Boarding House Supervisors

Key Relationships:

- Head of Boarding and other boarding staff
- Parents, students and families

Knowledge, Skills and Experience:

- interested and involved in student learning
- ability to demonstrate an understanding of the needs of teenage girls
- a keen interest in being involved in the development of young women
- a confident and engaging communicator
- strong interpersonal skills
- actively support the College's mission, values and goals in all dealings with members of the school family and wider community

Key Attributes:

- ability to work independently and collaboratively as required
- calm under pressure
- a commitment to ongoing professional learning and growth in skills
- a warm, positive and considerate manner
- commitment to the continual upgrade of personal skills and qualifications

Qualifications / Registrations / Certifications:

- Current Working with Children Check (Employee), essential
- First Aid Certificate
- Anaphylaxis Certificate
- Asthma Certificate

Additional Information Relating to the Position

- the class teacher is legally responsible for all students in their class
- the Learning Enhancement Department is responsible for developing programs deemed necessary for the student; the Support Teacher facilitates the implementation of these
- final responsibility for the student's behaviour and progress rests with the class teacher, not the Support Teacher
- refer all teacher or parent queries to the Head of Learning Enhancement
- confidentiality is crucial. Details of a student's special needs or program may only be discussed with relevant staff

We provide a challenging, stimulating and nurturing Christian environment that is dedicated to the learning and development of the whole person – academic, emotional, social, creative, physical and spiritual.

We value:

- learning that is inspired by faith
- endeavour that enables the achievement of excellence
- service that defines leadership



We seek to promote the development of staff and students who exhibit the following attributes:

- *Scholar*: a confident and engaged person with an inquiring mind who takes responsibility for their learning
- *Thinker*: a creative, reflective and adaptive person who uses their intelligence to serve for greater good
- *Citizen*: a thoughtful, kind, and open-minded person with an informed world view, a well-developed social conscience and a sense of justice that is grounded in the values of Christian faith
- *Advocate*: a passionate person with a strong sense of agency who affects society and those around them in positive ways
- *Leader*: an articulate, capable and responsible person of integrity who works collaboratively, has a heart for service and uses their education to make the world a better place

All staff are required to:

- uphold the values and actively support the Christian ethos of the College
- be active participants in the College's pastoral care system and to actively support Year Level Coordinators and the Deputy Principal (Pastoral, Students and Staff) or the Head of Junior School in caring for all students
- attend scheduled staff meetings, House meetings, Year Level meetings, School Assemblies, Chapel Services, Whole School, Year Level and House events
- participate in co-curricular programs and outdoor education
- undertake all rostered duties
- develop and maintain professional relationships with colleagues
- adhere to all College policies
- maintain current certifications and training as appropriate to position requirements
- be eligible to work in Australia

In attending to child safety all staff must:

- provide a safe and welcoming environment for all PLC students and any young people who visit PLC to engage in PLC approved activities
- promote the safety and wellbeing of children and young people to whom PLC provides services
- ensure that all interactions with students are positive and safe
- provide adequate care and supervision of all students, not only on the campus but whenever students are involved in PLC approved activities
- act as a positive role model at all times for students
- report any suspicions, concerns, allegations or disclosures of alleged abuse to a Child Safety Officer
- maintain valid VIT or WWCC (Employee) documentation
- complete induction training on Child Safety and Mandatory Reporting obligations
- report to the Principal any criminal charges or convictions received during the course of employment or volunteering that may indicate a possible risk to children and young people, including any such charges or convictions prior to employment

In attending to Occupational Health and Safety all staff must:

- participate in OHS related training
- adhere to Presbyterian Ladies' College's OHS policies and procedures
- comply with instructions given for the health and safety of themselves and of others, and adhere to safe work procedures
- actively participate in the development of risk assessment and / or job safety analysis, identifying, assessing and controlling hazards
- report all hazards, injuries, incidents and near misses via Wyse and to the OHS Manager
- assist with workplace inspections



- cooperate with management in its fulfilment of its OHS legislative objectives
- take reasonable care to ensure their own health and safety and that of others, and to abide by their duty of care provided for in the legislation

Child Safety Commitment

All students who attend Presbyterian Ladies' College Melbourne (PLC) have a right to feel and to be safe. The wellbeing and safety of all students in our care is our first priority and we have zero tolerance to child abuse. The protection of students is the responsibility of everyone who is employed at, or is engaged by, PLC in child-connected work. To ensure the safety and best interests of all students, we take into account the needs of those with an Aboriginal or Torres Strait Islander heritage, those from culturally and / or linguistically diverse backgrounds, and those with a disability.

Staff Obligation to Child Safety

All staff at Presbyterian Ladies' College Melbourne (PLC) take an active role, and are well informed of their obligations in relation to Child Safety under Ministerial Order No. 1359 *Child Safe Standards*. The PLC Child Safety Commitment is incorporated into the School's employment cycle from recruitment and reference checking, to induction and a commitment to regular Professional Learning. All staff at PLC are required to sign a statement that they have read, understood and agree to abide by the PLC Child Protection, Safety and Wellbeing Policy and the PLC Child Safety and Wellbeing Code of Conduct.

Staff Obligation to Privacy

All PLC staff gain access to private and confidential information in the course of their duties. PLC Staff are expected to share this information in a professional context within the PLC community. Any confidential information may not be shared with any person beyond those expectations.

Mrs Cheryl Penberthy
Principal

November 2023

The purpose of this position description is to provide a general overview of the key responsibilities of the position and is not intended to represent the entirety of the position nor is it intended to be all-inclusive.