

Information for Candidates

After School Care Assistant





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Welcome

Dear Potential Applicant

Thank you for your interest in working at DUCKS, Dulwich College. We are a school committed to providing a wealth of opportunities to all children and colleagues within a nurturing, equitable and caring ethos, and to an ambitious educational vision and social mission. Our educational vision is to provide an inspiring education based on the primacy of the classroom within a holistic education; our social mission is to provide access to our education for children of all backgrounds through our bursary provision and the partnership and outreach work carried out by pupils and staff.

The College is served by a dedicated and increasingly diverse staff body, comprising some 250 teachers and over 350 operational staff colleagues, who work with a pupil body of around 1,850 across the Senior and Junior Schools and in our co-educational nursery and infant school at DUCKS.

DUCKS children are characterised by their enthusiasm for learning, their ability to embrace opportunities beyond the curriculum, think creatively, and ability to work diligently. Our broad and balanced academic curriculum reflects these aims with its emphasis on the development of independent, creative thinking based on practical knowledge and conceptual understanding. We provide a secure yet challenging environment, which encourages participation, curiosity and enquiry. You will see this philosophy being adopted from the youngest of our pupils at DUCKS and the Junior school to those that are about to leave the senior school where we also look to embed Free Learning at the heart of what we do in the classroom.

DUCKS and the Junior School have their own management teams but academic policy and teaching and learning matters throughout the College are discussed at fortnightly meetings of the Educational Leadership Team.

Do read the profiles of some of our DUCKS staff in this candidate pack, where you'll also find details of some of the benefits of working at Dulwich. DUCKS, Dulwich College is an excellent place to work where we help staff develop their expertise and experience.

You can find out more about every aspect of a College education and our commitment to our wider community on our website www.dulwich.org.uk



Robert Milne
Master



Jo Parker Head
of DUCKS



DUCKS Kindergarten & Infants' School

DUCKS is a coeducational Kindergarten & Infants' School offering an exceptional setting for children aged 6 months to 7 years of age. Surrounded by green open spaces, our dedicated and highly skilled team create a caring and nurturing environment where children grow in confidence as they start that all important learning journey.

The DUCKS campus is a short walk from the main College, offering an atmosphere of security and space for the youngest pupils. Both the Kindergarten and Infants' School are self-contained buildings and adjoining them are play-grounds, sports pitches and extensive playing fields. There is also a pond and an orchard, used for forest school.

Learning through play, learning through the environment and learning through meaningful and engaging experiences are key elements that build the foundations for a love of learning.

Our academic record is excellent and when our Year 2 children move on to their next schools, we are there to support and guide families through this process. We follow the progress of our DUCKS children carefully to create fruitful and effective transitions to future schools both in and out of London

DUCKS benefits from all the College facilities including the swimming pool, Edward Alleyn Theatre and the Laboratory.

Further information about the College can be found on our website www.dulwich.org.uk

35+
destination schools
for Year 2 leavers
over the last 5 years

30th
number of years
DUCKS has been open

22
Forest School hours every
week for children at DUCKS



Vision, Values and EDI

Vision

Our vision is to be an outstanding school inculcating in every pupil an aptitude for work and study and a sense of service so they have the potential to make a positive difference in the world.

Values

Our values are:

Equity for all

Respect for all; and service engagement of all.

Through these values we seek to encourage curiosity and creativity, compassion and open-mindedness, resilience and integrity, and a collaborative outlook and an appreciation of how we all benefit from living and growing in a diverse and inclusive society.

Equity, Diversity and Inclusion

We proudly celebrate the diversity that exists within our pupil and staff bodies, as well as in our alumni and parent communities, and recognise the important role that our rich array of backgrounds and experiences plays in building a vibrant, forward-looking community. As a result, Dulwich College stands firmly against discrimination and exclusion in all its forms.

We strive to build a supportive community that encourages a sense of social responsibility and which promotes the fundamental British values of democracy, individual liberty, respect and tolerance, and the rule of law. We will continue to work alongside members of our community to progress our inclusion work and embed our core values across all aspects of College life.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

As an employer we are committed to promoting and protecting the physical and mental health of our staff.



Job description

Job title

After School Care Assistant

Reporting to

Head of DUCKS

Period of employment and hours of work

Permanent/Part Time 2:30pm- 6:00pm Monday to Friday (5 days)
15 hours a week

Salary

Competitive salary in line with the responsibilities of the role

Essential knowledge

- Minimum requirement Level 3 Child Care Qualification

Desirable knowledge

- Experience in an Early Years setting
- First Aid Training

Tasks and duties

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

All staff must take care of their own health and safety and that of others, observe applicable safety rules, follow instructions for the safe use of equipment and co-operate with managers on health and safety matters (including the investigation of any incident).



Tasks and duties

- Preparing resources, classroom/room and preparing snacks
- Supervising children and activities
- Scaffolding play
- Managing Registers
- Assisting with end of term billing

Application Procedure

To apply for this role, please visit our [vacancies page](#)

Closing date

4pm on Wednesday 8th October 2025

Interview date

Week commencing 13th October 2025

Start date

Week commencing Monday 3rd November 2025

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity



Benefits

Financial

- Contributory Pension Scheme
- Fee remission for children at DUCKS, Dulwich College, JAGS and Al-leyn's schools
- Paid sabbatical/ special projects leave
- Free travel on the Foundation Coach Service for staff
- Up to 10% discount at the Commissariat
- Discounted rates for private functions

Health & Wellbeing

- Bupa Healthcare Cash-plan including Employee Assistance Programme
- Staff personal accident scheme, incorporating dental
- Enhanced holiday entitlement
- Free membership to Dulwich College Sports Club for staff and their children
- Enhanced sick pay
- Menopause support
- Free lunch, tea & coffee all year round
- Cycle to Work Scheme under salary sacrifice

- Contribution towards glasses, if needed for work purposes
- Discounted rates for use of the Outdoor Centre
- 50% off green fees at Dulwich Golf Club on weekdays

Family Friendly

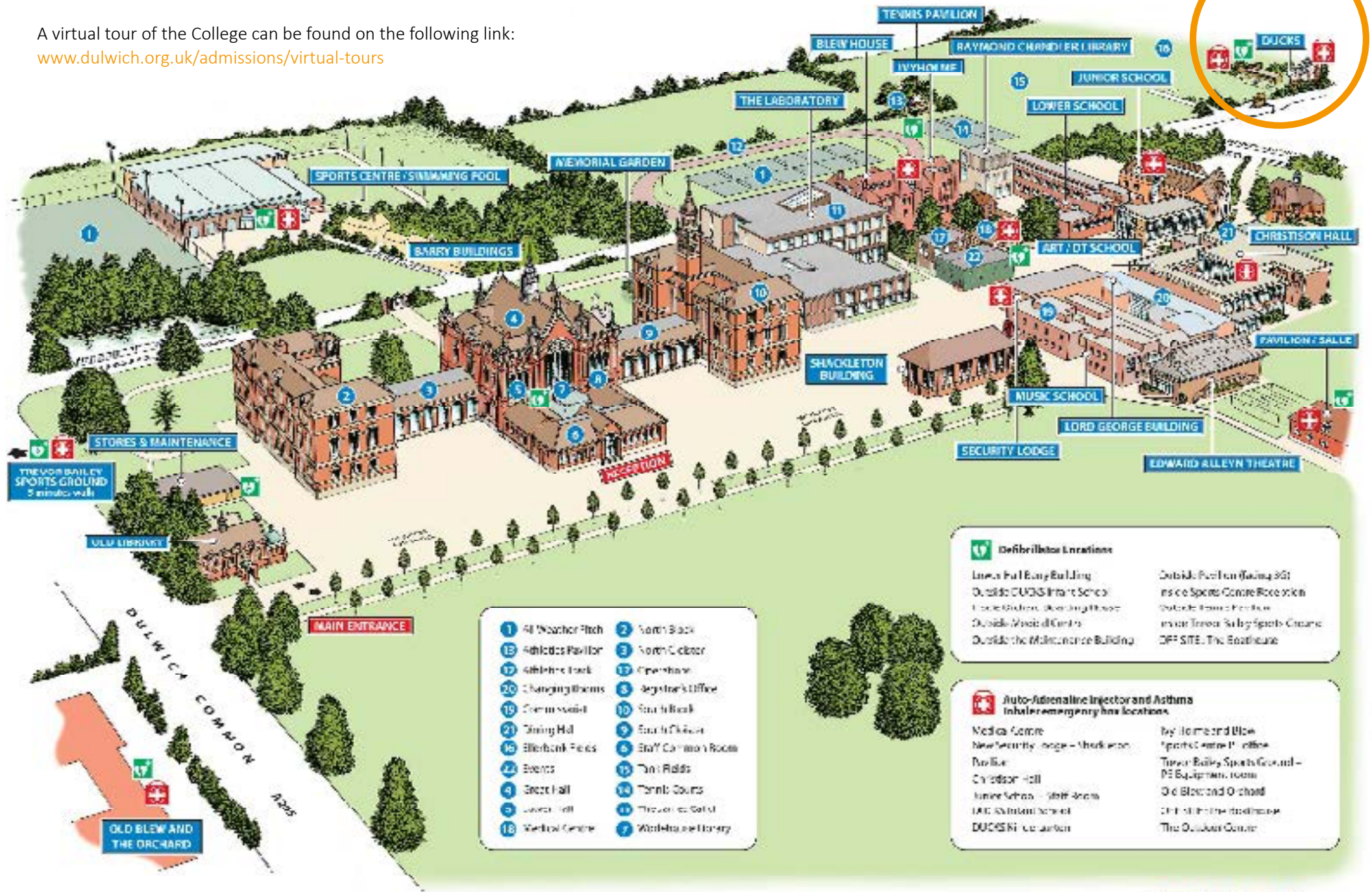
- Enhanced maternity pay
- Enhanced adoption pay
- Enhanced paternity and shared paternity pay
- Enhanced bereavement leave
- Time off for IVF and Assisted Conception
- Flexible working arrangements including part-time and term-time working
- Priority over the children of non-staff for DUCKS

Social

- Staff events throughout the year, including the End of Year Party, New Starters and Leavers Governors Reception
- A variety of College wide performances and events
- Free Entry to Dulwich Picture Gallery (certain exhibitions are not included)

Campus map

A virtual tour of the College can be found on the following link:
www.dulwich.org.uk/admissions/virtual-tours





DULWICH COLLEGE
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Independent School of the Year 2022
for Contribution to Social Mobility

