



Warwick Preparatory School

Information for Applicants

After School Care Assistant

April 2026

A message from the Head



A warm welcome to Warwick Preparatory School; I am delighted that you are considering applying to work here.

Warwick Preparatory School is a large day preparatory school situated a few minutes' walk from the historic town centre of Warwick and within a skillful longbow shot of Warwick Castle. It occupies a fine site with exceptional facilities and is a flourishing community of around 500 pupils from the age of 3 to 11 including a Nursery of some 60 children. We share our campus with Warwick School and King's High School.

We are a forward-thinking and vibrant school, built on traditional values and the pursuit of excellence in all we do. My team of staff are highly skilled and exceptionally dedicated, enabling our children to fulfil their potential and be the best they can be.

I hope this information gives you a sense of our very special school, I very much look forward to receiving your application.

Hellen Dodsworth
Headmistress



The School

Warwick Schools Foundation comprises: Warwick Preparatory School, Warwick Junior School, King's High School, Warwick School and The Kingsley School. The Foundation is unique in the Midlands, offering co-education for our pupils aged 3 to 7, and single-sex education from age 7 onwards on the Warwick campus, and, from September 2025, co-education 3 – 18 on our Leamington campus. This offers the best of both worlds for our pupils: teaching specifically tailored to their needs with extensive opportunities to collaborate outside the classroom.

The Pre-Prep (Nursery to Year 2) at Warwick Prep includes girls and boys, with each class teacher having full-time Teaching Assistant support. All the boys leave at the end of Year 2 with the vast majority moving on to Warwick Junior School on the other side of the campus. In the Prep Department (Years 3 to 6), there are two or three forms in each year. Pupils are taught and looked after by a Form Teacher who will take them for a number of academic subjects, but in addition there is specialist teaching in Science, French, D&T, Art, Games/PE, Music and Computing. At the end of Year 6, the vast majority of girls make the natural step to our sister school, King's High.

Warwick Prep has world-class facilities for the very best opportunities and experiences in the 21st century, with everything from a spacious Nursery to Art and DT Studios, Forest School, science laboratories and a separate music school. Our facilities include a sports hall, a gymnasium, specialist teaching areas for Science, Art, Music, Design and Technology, as well as a computing room. There is a very well stocked, modern library at the heart of the school, and this is managed by our school Librarian. Our links with the two senior schools on our site give us access to many superior facilities including a swimming pool, some 40 acres of grounds, a professional theatre venue (Bridge House Theatre) and Warwick Hall. Warwick Prep School is certainly an exceptionally stimulating educational environment.

The Headmistress, Mrs Hellen Dodsworth, is a member of IAPs and is responsible for the leadership and management of the Prep School. She is very ably supported by the Senior Leadership Team which includes Mrs Dee Alder (Deputy Head), Mrs Deborah Ward (Head of Prep Department), Mrs Gill Smeeton (Head of Pre-Prep Department) and Mrs Julie Johnson (Director of Studies).

Numbers at the school are extremely healthy, with waiting lists in many years. The school has a long-standing academic reputation but is also known for its very friendly, family atmosphere, where children can enjoy their childhood, develop a love of learning, and become confident, creative, and independent young people. The school looks to develop the talent of each and every child and the successful applicant for this post will be able to play a significant role in ensuring that this continues to be a key feature of the school.

www.warwickprep.com



The Role

We are seeking to appoint an outstanding and innovative After School Care Assistant. The role is part time working 15 hours per week from 02:45 pm to 05:45 pm Monday to Friday, term-time only, 34.6 weeks per year.

The role is to support children in After School Care, whilst they engage in play-based activities and homework as well as supporting the children during tea.

The successful candidate will have excellent communication and people skills, a positive mindset, and a forward-thinking approach to working in a variety of contexts including in the dining hall, homework setting and more casual play-based settings.

The school prides itself on our warm and caring ethos. The successful candidate for this post will be an enthusiastic, dedicated and hardworking individual, with good interpersonal skills; with a commitment to traditional values in relation to behaviour, manners, appearance and standards to which the school is strongly wedded.

Mrs Gill Smeeton is the line manager for the ASC team.



Job Description

The Foundation considers this document as a “snapshot” of the job and the tasks listed are not an exhaustive list. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance.

Key Duties and Responsibilities

- Prepare, organise and supervise a range of interesting stimulating and age-appropriate play-based activities including sports, arts and craft, and games for children aged 4-11years.
- · Ensure the health and safety of pupils through checking equipment and the site are acceptable to use reporting issues to the After-School Care co-ordinator.
- · Assist in ensuring that the arrival and departure of children is properly recorded and monitored.
- · To supervise and assist the older girls whilst they complete their homework.
- · Participate in training and development programs both externally and internally sharing information gained with colleagues.
- · Assist with the provision of a healthy tea for the children staying later into the session.
- · Make sure the site is left clean and tidy at the end of the session.
- To supervise pupils to ensure good behaviour in and around school.
- To encourage positive play and proper use of play equipment.
- To report to the Head of Pre-Prep any concerns, including Health & Safety concerns.
- To adhere to all school policies and procedures that affect you and your duties (e.g. Fire, Accident Reporting; Child Protection, Behaviour etc.).

- Other duties as may reasonably be allocated by the Headmistress within the range of the salary grade.



Further Details

The Employer is Warwick Schools Foundation.

Salary

The salary scale for this role is Point 15; the actual salary is £7779.00 per annum.

Benefits for Staff

- Staff Fee remission at our Myton Campus
- Complimentary lunch and refreshments
- Free parking
- A virtual GP and Physio service
- Access to a wide range of retail discounts
- Salary sacrifice schemes
- Use of the Sports Complex for staff
- A strong, supportive staff community

Pension

Applicants will be automatically enrolled into a competitive contributory pension scheme (employer contributions up to 14%).

Safeguarding and Protection of Children and Young Persons

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an enhanced criminal record check from the Disclosure and Barring Service (DBS).

These checks will highlight cautions, reprimands, and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent working with children.

All staff are required to adhere to the School Policy on safeguarding and undertake training as required and ensure the safeguarding and well-being of children and young people at the school, in accordance with School policies.

Appointment Method

Interview and lesson observation

The Application Form

Candidates must submit a letter of application outlining how they meet the job and person specification and what they can offer to the Department and the School.

If you have any queries about the completion of the form, please contact HR at

HR@warwickschools.co.uk



Appointment Timetable

Deadline for submission of applications (on the standard application form): **Friday 27 March 2026 (noon)**

Interview: Week beginning 13 April 2026



Person Specification

	Essential	Desirable	Method of assessment
Qualifications	<ul style="list-style-type: none"> None required 	<ul style="list-style-type: none"> First aid – paediatric 2 day NVQ Level 2 or 3 Food Safety Training at Level 2 Allergen Awareness Training Level 2 Manual Handling training Basic Health and Safety Basic skills in Maths and English 	<ul style="list-style-type: none"> Contents of the Application Form Copies of qualifications Interview and application form
Experience	<ul style="list-style-type: none"> Experience in working as part of a team 	<ul style="list-style-type: none"> Previous experience in a similar role Experience of working with children on a voluntary or paid basis 	<ul style="list-style-type: none"> Contents of the Application Form Interview Professional references
Skills	<ul style="list-style-type: none"> Good communication skills and a pleasant nature Basic IT Skills Ability to work in a positive and constructive manner as part of a team under the direction of the Head of Pre-Prep and After School Care Coordinator Encourage high standards of pupil behaviour Respect confidential information Ability to act as an appropriate role model for the children Must be able to recognise discrimination in its many forms and be willing to put the schools equality policy into practice To adhere to the schools Child Protection, Safeguarding and Health & Safety policies 	<ul style="list-style-type: none"> Recognise behaviour giving cause for concern and inform teaching staff 	<ul style="list-style-type: none"> Contents of the Application Form Interview Professional references



	Essential	Desirable	Method of assessment
Personal competencies and qualities	<ul style="list-style-type: none"> • Flexible approach to work • Good team member • Friendly, tolerant, patient • Sense of humour • Well organised • Approachable, sensitive, having good rapport and motivational attitude with children • Good time keeping and attendance record • Courteous and polite • Projects a professional image for the school • Able to be flexible with working hours should the need arise for extra work on an ad hoc basis 		<ul style="list-style-type: none"> • Interview • Professional references
Safeguarding Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> • A commitment to the safeguarding and well-being of children and young people at the school, in accordance with school's policies • A willingness to adhere to the school's policy on safeguarding and to undertake training as required 		<ul style="list-style-type: none"> • Contents of the Application Form • Interview • Professional references • Successful DBS Clearance
Equal Opportunities	<ul style="list-style-type: none"> • Understanding of the requirements of Equality and Diversity 		





King's High School
Warwick Preparatory School

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