



Dulwich Prep & Senior



EARLY YEARS PRACTITIONER (FIXED TERM)

Candidate Information



HEAD MASTER'S WELCOME

As the Head Master of Dulwich Prep & Senior, it is my honour to introduce you to our remarkable school. For over 140 years, we have inspired boys aged 3 to 13, along with Nursery-aged girls, to pursue their dreams.

In September 2025, we expanded our provision to serve boys up to age 16 by opening our new senior school. Our first Year 9 cohort began in September 2025, and we will naturally grow, with the first group sitting their GCSEs in the summer of 2028. Since 2023, our co-educational Nursery (3+) has welcomed Fledglings (2+), now covering ages 2 to 4 years old. From Reception onwards, we are a boys-only school.

We are privileged to have developed a specific pedagogy that fosters critical thinking, exploration, and strong communication skills while recognising that each child is on their own journey of discovery. Our commitment to nurturing the whole child ensures a diverse and enriched education, helping pupils achieve beyond expectations.

Embedding the Dulwich Prep & Senior Values is crucial for developing the character skills needed in today's fast-paced world. These values promote empathy and compassion, essential for resilience and success in any endeavour, both during and beyond their educational journey. Our partnership with parents and guardians is key to the School's success.

Dulwich Prep & Senior is a single school with a shared purpose; it is divided into five distinct sections, each spanning two or three year groups, led by a Head of Section. The autonomy of the different Sections stimulates a creative approach to teaching and learning, as well as pride in the achievements of each cohort. It has helped attract very high-quality, specialised staff and enable appropriate levels of support, encouragement and challenge to be tailored expertly to each stage of a child's development.

Finally, we seek staff members who exemplify our values, serving as role models to our pupils, inspiring them, and encouraging thoughtful, compassionate decision-making.

I look forward to receiving your application.

Louise Davidson
Head Master



ABOUT US

Located in Dulwich, a picturesque village known for its exceptional schools and abundant open spaces, our school benefits from its proximity to one of the world's most cosmopolitan cities.

We are situated across two sites covering 29 acres, including extensive sports fields and woodland, which enables the School to offer a unique blend of a country atmosphere in a suburban setting.

Dulwich Prep & Senior has been a leading school in England since 1885. Throughout the years, countless boys and Nursery-aged girls have benefited from our school's rich history and forward-thinking approach. We have always embraced change, kept pace with pedagogy and technology, and, most importantly, are passionate about each pupil and staff member's individual journey.

We enrol over 800 pupils aged 2 to 16. Our selection process is two-fold: we look for pupils who generally rank in the top 20% nationally based on standardised tests, but more importantly, we seek children who will thrive and make the most of all that our school has to offer.

We take great pride in inspiring excellence with our Values ethos permeating every aspect of our curriculum and co-curricular activities.

Academic excellence is a top priority, with 12 essential skills taught for success in education and beyond. Along with the Values, these 20 attributes empower boys to thrive in any future they choose. Expectations are high! We develop independent thinkers who make decisions based on empathy and compassion, which leads to their success and resilience.

Our Governors play a crucial role in maintaining Dulwich Prep & Senior's position in a competitive market. Their expertise enables us to offer an innovative and challenging curriculum within a high-quality learning environment, achieved by attracting excellent staff, implementing up-to-date technology, and continually improving our modern facilities.

Dulwich Prep & Senior provides a well-rounded education focusing on academic excellence, character development, and personal growth. We strive to nurture boys to become confident, compassionate, and prepared to make a positive impact on the world. For the boys attending this school, their journey goes beyond exam preparation; it prepares them for life.



OUR VALUES

Our eight values are the heart of our school and provide a powerful educational framework as well as being strong values for life. By demonstrating Love, Courage, Gratitude, Humility, Justice, Service, Self-Discipline, and Honesty, our pupils gain greater insight into themselves, others, and the ever-changing world in which they live. We have formed four value pairings, each with an emotive statement that together encapsulate the spirit of Dulwich Prep & Senior, making our values truly unique to our school.



Love



Courage



Gratitude



Humility



Justice



Service



Self-Discipline



Honesty

LOVE & SERVICE

We advocate the transformative power of love and service. We encourage our pupils to make heartfelt contributions that uplift others.

This fosters an environment where pupils support one another, building a culture of mutual respect and collaboration.

Through acts of kindness and selfless service, our collective passion creates a ripple effect that enriches lives and spreads joy far beyond our school.

By acting with Love & Service, these values create our home for kindness and community.

COURAGE & SELF-DISCIPLINE

We inspire our pupils to pursue their aspirations with unwavering courage and seize every opportunity to learn and grow.

We cultivate self-discipline in our boys, encouraging them to prioritise long-term achievements over short-term gratifications.

They learn to take responsibility for their actions, seek help when needed, and strive for excellence in all they do.

By acting with Courage & Self-Discipline, these values create our passion for excellence and growth.

HONESTY & JUSTICE

We champion honesty and justice, urging our boys to embrace truth and authenticity in all aspects of their lives.

We empower our pupils to act with integrity, be upstanding in their beliefs, and communicate their perspectives respectfully.

Our boys develop a strong sense of justice, understanding and advocating for what is right.

By acting with Honesty & Justice, these values create our spirit for bravery and integrity.

GRATITUDE & HUMILITY

We teach our pupils to empathise with others, to be respectful, and to be accepting of another's perspective.

We ensure that everyone feels valued within our close-knit community and that our boys understand that greater satisfaction can come from helping others.

Our pupils understand the power of gratitude and humility and how they are key to having a happy and fulfilling life.

By acting with Gratitude & Humility, these values create our mindset for respect and appreciation.

JOB DESCRIPTION

DUTIES & RESPONSIBILITIES

TEACHING & LEARNING

- Create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning, both inside and outside.
- Assist the teachers in identifying clear teaching objectives and learning outcomes with appropriate challenges, and high expectations, taking into account the children's interests and the School's schemes of work.
- Assist the teachers in delivering high-quality differentiated lessons across the Early Years curriculum, managing groups or individual pupils and ensuring all learners have equal opportunities.
- Enable pupils to develop positive attitudes to learning, promoting independence, creativity and imagination and celebrating their achievements in child-friendly ways.
- In collaboration with the teachers, observe, assess and track children's attainment and contribute to reporting procedures.
- Promote the inclusion and acceptance of all pupils within the classroom, implementing targets for individual children.
- Promote high standards of behaviour among the pupils, safeguarding their health and safety.

- Actively promote strong links with parents and guardians.
- Attend parents' evenings and, if asked by the class teacher, be present at other meetings with parents.
- If working principally with one class, to be the deputy key person for each child, building trusting relationships with the children, parents and guardians.
- Occasional supervision of the class, focusing on maintaining good order, under the guidance of teaching staff and within an agreed system of supervision.
- On occasion, to work or supervise one-to-one with a child who may require additional support.

TRAINING & DEVELOPMENT

- Participate in staff meetings and CPD training sessions.
- Regularly reflect on one's own practice.
- In collaboration with the Head of Department, participate in the performance review process, setting personal targets and taking responsibility for one's own professional development.
- Attend relevant courses in order to update knowledge as required.

GENERAL REQUIREMENTS

- Actively contribute to the School's responsibility for safeguarding children and promoting their welfare.
- Support the School's vision of helping our children follow our Golden Values.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Promote positive partnerships with children, parents and colleagues.
- Share regular supervisory duties as required.
- Meet the physical and medical needs of pupils whilst encouraging independence wherever possible.
- Attend all major Early Years events such as Open Days, Sports Day and Parents' Evenings and contribute to entrance assessment days as required.
- Supervise children on visits, trips and out-of-school activities as required.
- Promote the good name and reputation of the School.
- Adhere to the School policies and procedures.

PERSONAL COMPETENCIES & QUALITIES

- Enthusiastic individual possessing drive, energy and commitment, with a presence that engenders confidence and respect from pupils, colleagues and parents.
- Belief in teacher efficacy; in the difference excellent teaching can make to pupil progress and attainment.
- Capacity to inspire with a positive, proactive 'can-do' outlook.
- Ability to plan, prioritise and manage a varied workload and changing priorities.
- Team focused: shares knowledge and information with other members of staff to promote good practice.
- Focuses on what needs to be delivered: understands what is required and responds promptly.
- Exude a generosity of spirit towards the demands of a vibrant, energised, and ambitious school setting.
- Commitment to the highest educational and pastoral care standards for all pupils.

KEY SKILLS & KNOWLEDGE

- A degree in an appropriate discipline.
- Qualified teacher who holds a PGCE or QTS qualification.
- Strong academic and intellectual credentials.
- Understanding and experience of teaching Key Stage 3 and GCSE (desirable)
- An outstanding practitioner with strong knowledge of child development.
- Knowledge of current educational thinking, initiatives and issues.
- Knowledge and understanding of safeguarding procedures.
- IT literate and understanding of the role of ICT across the curriculum.



WORKING AT DULWICH PREP & SENIOR

Dulwich Prep & Senior is an inspiring and vibrant place to work. We have a large yet incredibly warm community of passionate teachers, inquisitive pupils, a hard-working and friendly support team and ambitious parents. Together, we create a supportive environment dedicated to achieving excellence.

Working at Dulwich Prep & Senior means being part of a team that cares about your continued professional development and teaching journey. Whether you join us at the beginning, middle, or towards the end of your career, you will be guided, supported, and encouraged every step of the way to achieve your goals. For example, our CPD might involve training for whole-school initiatives, participating in 'Learning Walks' around the School, conducting Lesson Studies, or pursuing further formal academic qualifications.

Staff are encouraged to participate in as many of the vast array of sporting and drama activities as possible. From all-nighter charity swims to Saturday park runs to our fabulous drama productions, there's always something going on at Dulwich Prep & Senior, where hidden talents are celebrated.

REMUNERATION

- Competitive Salary of £25,180 to £34,450.
- Generous defined contribution pension scheme.
- Life assurance and Income protection insurance (academic staff).
- Free school lunches.
- Enhanced sickness, maternity, paternity, and adoption pay entitlements.
- Free access to our School Counsellor and School Nurse.
- Cycle to work scheme.
- Wide range of professional development opportunities.
- School fee remission.
- Easter and Summer holiday camp discounts.
- Healthcare Cash Plan scheme.
- Employee assistance programme.

TERMS & CONDITIONS

- Hours of Work: Core school hours, when all Early Years Practitioners are expected to be at work, are currently 8.00am to 4.30pm each day, plus a proportional share of pastoral and organisational duties.
- The role is offered on a fixed-term contract basis until 31 August 2027.
- All INSET days, major school and departmental events, such as Open Day, Celebration Day, Parents' Evenings, and all pertinent events listed in the School calendar.
- Depending on the School's requirements at any time, these hours are subject to the terms and conditions of a Contract of Employment and to amendment by the Head Master from time to time.
- Staff may be called to perform other duties that the Head Master considers reasonable and commensurate with the grading and designation of the post.

STAFF BENEFITS

HEALTH & WELLBEING



Healthcare Cash Plan

- Medical, including dental and optical, treatment, access to a virtual GP, skin health tracker and the 'mProve' yourself App.

Employee Assistance Programme

- Provides free and confidential advice, including up to eight face-to-face counselling sessions.

School Counsellor & Nurse

- Access to School counsellor and School Nurse during term time.

Wellbeing Initiatives

- Sky Lounge, TGIF and staff room treats.

Physical Exercise

- Free access to the school's on-site gym, outside of teaching hours.
- Discounted gym membership and Cycle to Work scheme.

Meals & Refreshments

- Breakfast (for a small charge), Morning snack and lunch, coffee and tea, and plant-based milks available.

Occupational Health

- Professional help to both staff and the School where work-related adjustments may be required.

FINANCIAL WELLBEING



Pay & Pension

- Generous pension scheme.
- Pay policy including regular benchmarking of our salary scales.
- Pension salary exchange scheme.

Protection

- Life assurance.
- Income protection insurance (academic staff only).

School Fees

- 25% discount, after which any further discount is means-tested.
- Easter and summer holiday camp discounts.

Financial Support

- High street discounts.
- Emergency financial assistance.

ADDITIONAL BENEFITS



- School laptop provided to staff (where relevant to the role).
- 175 teaching days per year (190 in the maintained sector).
- Smaller class sizes, great teaching resources and higher PPA time.
- Staff Accommodation may be available.

FAMILY FRIENDLY & FLEXIBLE WORKING ARRANGEMENTS



Enhanced Leave

- Enhanced sickness, maternity, paternity, adoption, dependents, carers, and bereavement leave entitlements.

Working Hours

- Flexible working policy.
- Part-time and Term-time working.
- Flexibility to work from home (only applies to certain roles and with agreement).

Inclusion

- Life event recognition
- Disability Confident employer.

PROFESSIONAL DEVELOPMENT



Career Development

- INSET and twilight training.
- Career pathways.
- Mentoring or career coaching.
- Full CPD programme.

Qualifications

- Early career teacher programme.
- National professional qualifications support.
- Apprenticeships.
- Financial support for professional qualifications.

APPLICATION & APPOINTMENT

APPLICATION & INTERVIEW PROCESS

A completed Application Form, including a personal statement explaining your suitability for this role, should be submitted via MyNewTerm. Please also read the accompanying Application & Recruitment Process Explanatory Note. We reserve the right to appoint at any time during the recruitment process.

- **Closing Date:** Monday 19 October 2026, 9.00am,
- **Interviews:** Week Beginning 19 October 2026
- **Start Date:** Monday 9 November 2026 or as soon as possible thereafter.

APPOINTMENT

Any offer to a successful candidate will be conditional upon the following:

- Receipt of at least two references which are satisfactory to the School.
- Verification of identity and qualifications, including evidence of the right to work in the UK.
- A satisfactory enhanced criminal records check through the Disclosure and Barring Service (DBS) and clearance of the Children's Barred List, and confirmation that you are not disqualified from providing childcare.
- A check which confirms that you are not the subject of a sanction, restriction or prohibition issued by the Teaching Regulation Agency which renders you unable or unsuitable to work at the School.
- Verification of your medical fitness for the role.
- Satisfactory completion of the probationary period.
- A check which confirms that you are not banned by the regulating authority of the teaching profession in each country in which you have worked as a teacher, which confirms that you are not subject to any sanctions or restrictions and that there are no concerns over your suitability to work as a teacher.
- Evidence from the professional regulating authority of the teaching profession in each country in which you have worked as a teacher which confirms that you are not subject to any sanctions or restrictions and that there are no concerns over your suitability to work as a teacher.
- Any further checks that the School deems necessary if you have lived or worked outside of the UK, which will include an overseas criminal records check or certificate of good conduct and may include professional references.



EQUAL OPPORTUNITIES & SAFEGUARDING

EQUAL OPPORTUNITIES

Dulwich Prep & Senior is committed to the equal treatment of all current and prospective employees and does not condone discrimination based on age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We are an equal opportunity employer and welcome applications from individuals of all backgrounds. We believe in fostering a diverse and inclusive work environment where all employees are valued and respected for their unique perspectives and contributions.

Candidates will only be assessed against relevant criteria (i.e., skills, qualifications, abilities, experience) in selection and recruitment. In accordance with the Disability Discrimination Act, Dulwich Prep & Senior seeks to treat those with disabilities as favourably as those without disabilities. Accordingly, we will make reasonable arrangements, wherever practicable, to avoid putting those with disabilities at a disadvantage.

SAFEGUARDING

Dulwich Prep & Senior is committed to safeguarding and promoting children's and young people's welfare and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening and training appropriate to the post, including checks with past employers, online checks, and an enhanced criminal records check with the Disclosure and Barring Service.



**Schools'
Inclusion
Alliance**



We are an equal opportunity employer and welcome applications from individuals of all backgrounds.

We believe in fostering a diverse and inclusive work environment where all employees are valued and respected for their unique perspectives and contributions.

We are proud members of the Schools Inclusion Alliance and the Government's Disability Confident Scheme.

EXPLANATORY NOTES

APPLICATION FORM

- 1) Applications will only be accepted from candidates completing the Application Form in full via MyNewTerm. CVs will not be accepted in substitution for completed Application Forms in the absence of good reason.
- 2) Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please refer to the job description for the position.
- 3) Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared.
- 4) Due to the nature of the work, the School applies for an enhanced criminal record disclosure from the Disclosure & Barring Service (DBS) in respect of all prospective staff members.
- 5) We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience and qualifications, before the interview.
- 6) Shortlisted applicants will be asked to complete a disclosure form regarding criminal disclosures and prohibitions relevant to working with children.
- 7) Shortlisted applicants may also be subject to an online search as set out in KSCIE.
- 8) If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any Safeguarding (child protection) allegations or concerns and, if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although it may, where appropriate, answer not applicable if your duties have not brought you into contact with children or young persons.
- 9) You should be aware that the provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and possible referral to the police and the DBS.

INTERVIEW INVITATION

- 1) If you are invited to interview, this will be conducted in person, and the areas which it will explore will include safeguarding issues and suitability to work with children, as well as your previous employment record.
- 2) All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas etc). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.
- 3) All candidates invited to interview must also bring to the interview the following evidence of identity, right to work in the UK, and address:
 - a) Passport;
 - b) birth certificate (if possible);
 - c) recent utility bill or financial statement showing the candidate's current name and address;
 - d) where appropriate, any documentation evidencing a change of name.

PLEASE NOTE THAT WE CAN ONLY ACCEPT THE ORIGINAL DOCUMENTS LISTED. PHOTOCOPIES OR CERTIFIED COPIES ARE NOT SUFFICIENT.

CONDITIONAL OFFER OF EMPLOYMENT: PRE-APPOINTMENT CHECKS

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two satisfactory references (if these have not already been received).
- Verification of identity, qualifications, professional status (where required).
- Satisfactory DBS check at the enhanced level & checks of the Children's Barred List as appropriate.
- Verification of where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance.
- Verification of medical fitness. The School is aware of its duties under the Equality Act 2010. No job offer will be withdrawn without first consulting with the applicant, obtaining medical evidence, considering reasonable adjustments and suitable alternative employment checks of the lists held by the Teaching Regulation Authority (TRA).

WARNING

Where a candidate is: found to be on the ISA Children's Barred List, or the DBS disclosure shows they have been disqualified from working with children by a Court; or found to have provided false information in, or in support of, their application; or the subject of serious expressions of concern as to their suitability to work with children the facts will be reported to the police and/or the DBS.



Dulwich Prep & Senior