

Information for Candidates

Early Years Practitioner (Maternity Cover)





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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



Fiona Angel
Acting 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 playgrounds, 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 Allyn Theatre and the Laboratory.

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

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destination schools
for Year 2 leavers, 75% of
boys progressing to DCJS

33

the number of years
DUCKS has been open

18

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 purpose, kindness and joy 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.



Tayo Davy
PE Co-ordinator

I began my Dulwich College journey as a pupil at the College. During and after my time at university I was fortunate enough to work in the Operational Department in both the Events and Sports Departments. My experience of Dulwich life has been fun, varied, educational and extremely wide- ranging.

For over a dozen years I have had the fortune to work at DUCKS as the PE Co-ordinator. My secondary role, though minor, is as a Swimming coach for the Junior and Senior School. I am able to see young athletes progress from picking up a ball, making their first catch or learning how to do their first strokes in the pool, to progressing their passion for sport as they grow. DUCKS has allowed me to grow as a teacher and broaden my outlook to be much more community facing. Through sport the DUCKS children learn transferable skills including being comfortable and confident when facing challenges.



Tracey Greenwood
Assistant Kindergarten Manager

Straight after graduating as a qualified Child Care Practitioner, I applied for a role at DUCKS. At that time, the Kindergarten was just a year old. It is hard to believe that was almost 30 years ago. Since then, I feel proud to have played a part in what has been an incredible journey. From such humble beginnings of a pack away nursery to standing here today and being part of the thriving Kindergarten and Infants school that has become one of the five schools of Dulwich College.

Our culture of learning through play has always been at the heart of what we do and encourages our children to develop their imagination and explore new experiences in the world around them, all whilst offering a rich and diverse curriculum embedded in the EYFS. We are surrounded by such amazing outdoor spaces and have fantastic resources that underpin our purpose of providing high quality care, building great relationships with our children and families to create a real sense of community.



Alejandro Piorno Lopez
Early Years Practitioner

I graduated from Salamanca University with an Early Years and Primary degree. I moved from Zamora in the northwest of Spain to London where I have been working in education for the last 6 years. I am currently in my second year at DUCKS. I am a very active, enthusiastic and creative person and very much enjoy working within my team, paying attention to the children's needs and interests and offering them opportunities to develop their potential.

The large Forest School provision is a huge asset to the environment and to the children at DUCKS. I have recently been given the opportunity to complete my Forest School training and have qualified as an additional Forest School Leader at DUCKS. In addition to this I have taken part in Children's Illustration workshops with the artist and writer, Marta Altés, author of many children's books such as 'Avery'. This has been a very enjoyable experience and has inspired me to one day write and illustrate my own children's storybook.



Emily Lynch
PA to Head of DUCKS

Moving from banking to the education sector was a transition I thoroughly enjoyed. Being a Personal Assistant in the City, working for a number of senior managers provided me with many years of transferable skills.

I am now in my eleventh year at Dulwich College and have worked under four Head Teachers at DUCKS who have all been excellent leaders. My role as PA to the Head of DUCKS is incredibly varied and my responsibilities have grown over the years, now including DUCKS Co-Curricular Coordinator.

I am proud to work in such a supportive and immensely rewarding role that is not only limited to an office but also supporting the wellbeing of the children.



Job description

Job title

Early Years Practitioner (Maternity Cover)

Reporting to

Head of DUCKS/Kindergarten Manager

Period of employment

Fixed Term from June 2025- May 2026

Hours of work

Working hours are 8am to 5pm Monday to Friday (with a 30 minute paid lunch break and a 30 minute unpaid tea break).

Salary

£30,565- £33,416 per annum

Tasks and duties

- To assist in the educational and social development of pupils under the direction of the Room Leader or Class Teacher, Head of DUCKS or Kindergarten Manager
- To have a sound knowledge of the EYFS or KS1 curriculum and learning outcomes
- To plan and prepare activities, manage resources, make observations and compile or contribute to records and reports as deemed necessary
- To share the responsibility for pastoral care of the children and be aware of the Achieving Positive Behaviour Policy
- To co-operate with other members of staff throughout DUCKS, share information, ideas and expertise
- To attend relevant staff meetings and participate in Continuing Professional Development (CPD) as identified in appraisal, supervision and annual reviews
- To assist with cover for absent colleagues as directed by the Head of DUCKS



- To promote good relationships between staff and parents
- To establish and maintain a positive regard towards pupils
- To fulfill the role of Key Person where appropriate (Early Years only) and be responsible for the assessment and recording and monitoring of the needs of your key children including keeping children's files up to date and completing observations
- Ensure your working practices are appropriate to meet Ofsted and ISI standards and requirements
- To keep abreast of current issues and attend training as necessary
- To respect confidentiality within DUCKS and the wider Dulwich College community
- Communicate with parents and other visitors in a calm, friendly and efficient manner
- EYP's in the Kindergarten will complete an end of year report for their key children and hold regular meeting with parents

Standards and quality assurance

- To support the aims and ethos of DUCKS
- To set a good example in terms of dress, punctuality and attendance
- To keep up to date with First Aid training and other health and safety related training e.g. manual handling
- To follow the Health and Safety policy and all other school policies – as they are on the DUCKS web site and DUCKS public
- To be aware of and able to follow the procedures in the Whole School Safeguarding Policy
- To attend ALL out of working hours activities e.g. training, staff meetings, parents evenings, Summer Fair and Founders Day

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).



Person Specification

	Essential	Desirable	Assessment
To hold a recognised Level 3 Child Care qualification	X		Application Form Interview Test
Ability to work on your own and as part of a team	X		Interview
Experience of providing high quality care and contributing to high quality learning of the children	X		Application Form Interview
Willingness to promote the safeguarding and welfare of pupils	X		Interview
Ability to use relevant ICT effectively e.g. MS Office suite	X		Application Form Interview
Enthusiasm, energy, initiative and a sense of humour	X		Interview



Benefits

Financial

- Contributory Pension Scheme
- Fee remission for children at DUCKS, Dulwich College, JAGS and Alleyn'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

- Simply Health 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)



Application Procedure

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

Closing date

12.00pm on Friday 25 April 2025

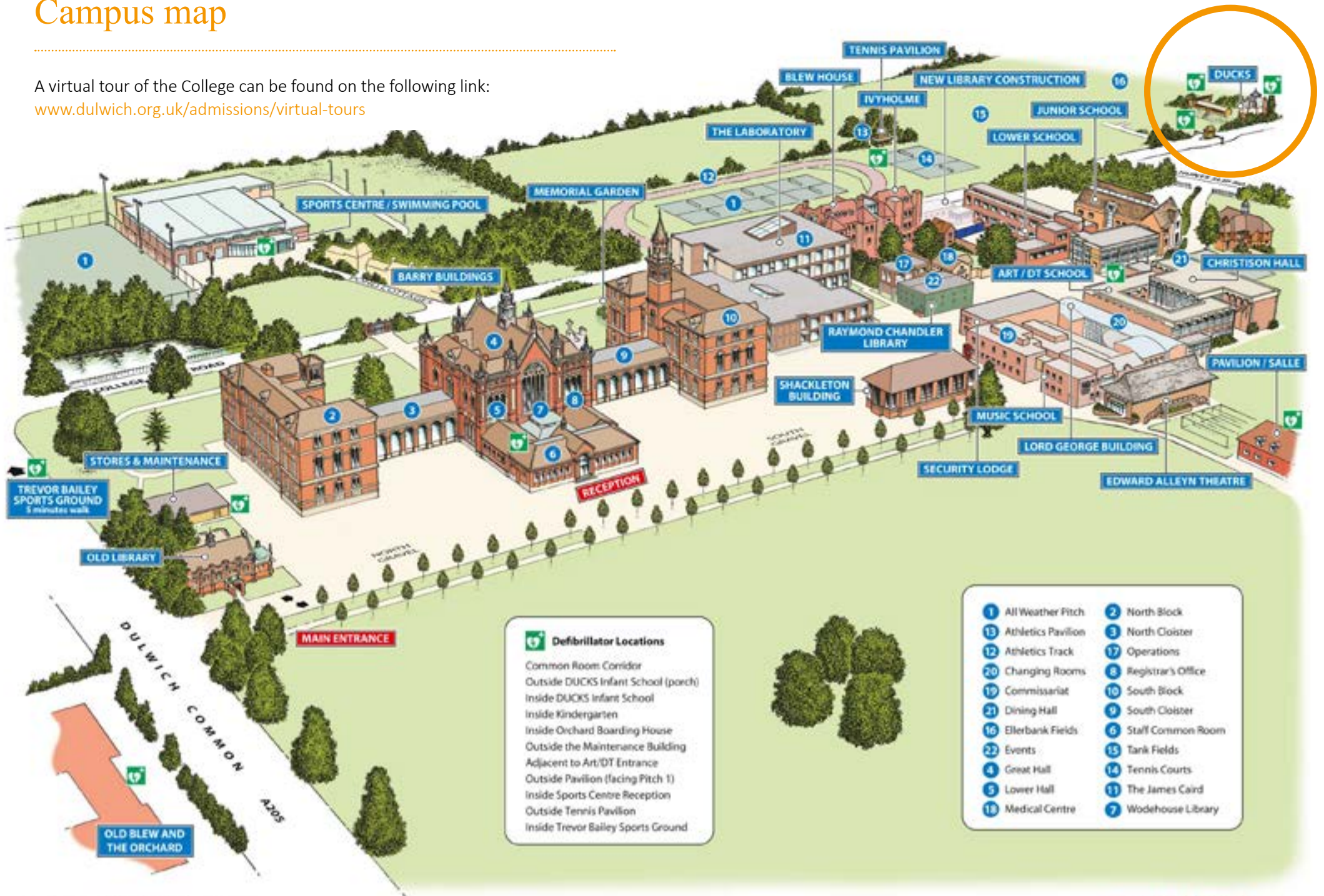
Interview date

Wednesday 30 April 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 1150064

Campus map

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



Defibrillator Locations

- Common Room: Corridor
- Outside DUCKS Infant School (porch)
- Inside DUCKS Infant School
- Inside Kindergarten
- Inside Orchard Boarding House
- Outside the Maintenance Building
- Adjacent to Art/DT Entrance
- Outside Pavilion (facing Pitch 1)
- Inside Sports Centre Reception
- Outside Tennis Pavilion
- Inside Trevor Bailey Sports Ground

- | | |
|-----------------------|----------------------|
| 1 All Weather Fitch | 2 North Block |
| 13 Athletics Pavilion | 3 North Cloister |
| 12 Athletics Track | 17 Operations |
| 20 Changing Rooms | 8 Registrar's Office |
| 19 Commissariat | 10 South Block |
| 21 Dining Hall | 9 South Cloister |
| 16 Ellerbanks Fields | 6 Staff Common Room |
| 22 Events | 15 Tank Fields |
| 4 Great Hall | 14 Tennis Courts |
| 5 Lower Hall | 11 The James Caird |
| 18 Medical Centre | 7 Wodehouse Library |



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Independent School of the Year 2022
for Contribution to Social Mobility

