



DULWICH PREP LONDON

Values & Academic Excellence since 1885



REGISTRAR

CANDIDATE INFORMATION



HEAD MASTER'S WELCOME

Dear Candidate,

I am honoured to be Head Master of Dulwich Prep London and introduce you to this incredible school. For more than 130 years, the school has inspired generations of boys aged 3 to 13 (and Nursery aged girls) to fulfil their dreams and aspirations.



We are privileged to have developed a specific pedagogy that enables critical thinking, encourages exploration, and facilitates engaging communication skills while recognising that each child is on their journey of discovery.

We passionately believe in the whole child. Therefore, the broad and enriched education that we provide will enable our pupils to go beyond the expected and toward the exceptional.

We seek to work in partnership with parents and carers to embed the Dulwich Prep London Values, first and foremost, as this underpins the character skills required in our fast-paced modern world.

This expectation enables each child to put empathy and compassion at the forefront of their decision making. It is the catalyst for each child to be successful and resilient in whatever they turn their hand to while on their educational journey and beyond.

We look forward to receiving your application.

A handwritten signature in black ink that reads 'Louise Davidson'.

Louise Davidson
Head Master



OUR ETHOS AND AIMS

Our school's priority is the wellbeing and happiness of our pupils. Each child's sense of belonging is paramount to their success and the school's continuing success.

Our pupils are challenged in their pursuit of excellence, and we support each child to find what they are good at. Each child's sense of belonging is integral to their continued success in our school and future success in life.

We want our pupils to leave us having experienced the very best in pastoral care, teaching and learning, having enjoyed the most dynamic and demanding academic and co-curricular programmes, and having made friends for life.

In preparing our pupils for today and the future, we want to instil a sense of environmental awareness and empower each child to become a responsible world citizen.

These are the key building blocks for the school, but our Values act as the cement that bonds everyone and everything together.

Our Values create Dulwich Prep London's special atmosphere.



LOVE



COURAGE



GRATITUDE



HUMILITY

OUR VALUES

Dulwich Prep London inspires excellence, and our pupils' character measures our greatest success.

Our Values sow the seeds of possibility in each child's mind, heart, and spirit and create the right culture and conditions to allow these possibilities to flourish and become real.

Everything we do sits upon our Values system. The eight recognised and explicitly taught Values weave across every year and deliver a deepened sense of empathy and the drive to be change-makers.

These values teach our pupils how to be kind and offer help where it is needed; to play fair and tell the truth no matter who is listening; to join in and play their part whilst letting others be heard; to appreciate the world around them and how valuable their contribution is and to always have a go.

Our expectations are high: those attending Dulwich Prep London go on to be citizens of the world, have a strong moral compass, and adapt to the rapidly changing environment of modern society.

Our children thrive, and we ensure that every opportunity is created for them to do so. Yet, no day is taken for granted.



JUSTICE



SERVICE



SELF-DISCIPLINE



HONESTY

ABOUT US

Since 1885 Dulwich Prep London has been at the forefront of preparatory schooling in England. Generations of boys and Nursery-aged girls have benefited from a school with a rich history, is forward-thinking, has embraced change, kept pace with pedagogy and technology, and is, above all, passionate about the individual learning journey of every one of our pupils and staff members.

We are the largest boys' independent preparatory school in the UK with an enrolment of 840 pupils between the ages of 3 and 13. We are a selective school in two important ways. Firstly, our pupils generally sit in the top 10% nationally based on their scores on standardised tests. Secondly, and arguably, more importantly, we look for children who will thrive at the Prep and make the best of everything we offer.



50+
Senior School
Destinations



200+
Scholarships
Awarded
2020-2022

150+
Co-curricular
Clubs, Activities
and Trips



20+
Musical Ensembles
15+
Stage Productions



25+
Acres of Open
Space and a
Swimming Pool



10+
Sports
Played at Every
Level

7.00am-7.30pm
Wrap Around
Care



12+
School
Community
Events





We are situated in Dulwich, a leafy village and area known for its exceptional schools, a plethora of open spaces and thriving, diverse local culture. It is within easy striking distance of the bright lights of one of the most cosmopolitan cities in the world. Everyone at Dulwich Prep London takes pride in inspiring excellence. Our school Values underpin the rich diversity of curricular and co-curricular opportunities available to our pupils.

Our Governors strive to maintain Dulwich Prep London's position in a competitive market by sharing their broad range of expertise to provide the highest quality education for our pupils. Through this investment, we can attract excellent staff, provide up-to-date technology, and continue to create modern facilities within our stunning South London home.

At Dulwich Prep London, we aim to cultivate a sense of social and moral responsibility within each child. We want each child to leave our school with maturity, the strength of character and empathy fostered within them throughout their Dulwich Prep Journey. We have strong links to our community, alumni and local schools, modelling our values in everything we do. We nurture independent thinkers with a sense of justice who go on to be thoughtful citizens of the world, equipped with a strong moral compass and the ability to adapt to our rapidly changing environment.

JOB DESCRIPTION

The Registrar is responsible for pupil recruitment and the admissions process. The post holder will work closely with the Head Master, Senior Leadership Team, Acting Head of Admissions, Head of Communications & Marketing, and Admissions Assistant, teachers, and other relevant staff to provide a seamless admissions process for all prospective pupils and their families. This role reports to the Acting Head of Admissions.

Duties and Responsibilities

Admissions & Registry Management

- Manage the admissions process from the first enquiry to the pupil's arrival at the school to ensure that it delivers excellent, warm, effective and timely professional customer service.
- Ensure the Early Years Secretary is aware and directed to support families with Early Years enquiries.
- Work with the Acting Head of Admissions and Head of Communications & Marketing on the development of communications, events, and marketing materials for all target audiences.
- Ensure all admissions correspondence is professional, timely and meets the school's communication guidelines.
- Organise in-school assessment sessions for prospective pupils, including producing the relevant documentation and arranging remote assessment where appropriate.
- Prepare offer letters and letters declining an offer of a place for the Head Master's approval.
- Conduct research to provide data and trends on joiners and non-joiners.
- Keep the school database (iSAMS) updated regarding the status of prospective pupils and leavers.
- In conjunction with the Head of Communications & Marketing, Acting Head of Admissions, and other key staff, assist with planning a range of events throughout the academic year for prospective families.
- Work closely with the Bursar to manage bursary applications and offers.
- Liaise regularly with all members of the team to ensure that everyone is aware of projections and the impact pupil recruitment may have.

- Build effective working relationships with feeder schools and represent us at their future school fairs.

Data & Governance

- Provide regular updates on admissions activity and KPI reports to the Head Master, Acting Head of Admissions, and Head of Communications & Marketing, including a weekly pupil roll forecast.
- Liaise with the Fees Administrator to ensure that registration fees and deposits are paid before progressing to the next stage.
- Liaise with schools to request references and safeguarding information as required for new pupils.
- Manage pupil transfer information to the local authority and keep the school's admissions register accurately updated.
- In conjunction with the Acting Head of Admissions, ensure that the school's admissions policy is regularly reviewed.
- Ensure all paper and electronic records of new pupils are kept up to date and held securely, including completed joining forms, reports, proof of identity records, and school references, etc.

Training & Development

- Regularly review your own practice, and in collaboration with the Acting Head of Admissions, set personal targets, take responsibility for your own continuous professional development, and participate in the annual performance review process.

General Requirements

- Promoting and safeguarding the welfare of pupils for whom you are responsible and with whom you come into contact.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Maintain positive, courteous relations with pupils, parents and colleagues.
- Promote the good name and reputation of the school.
- Adhere to school policies and procedures and GDPR expectations accordingly.

Keys Skills & Knowledge

Essential

- Excellent written and spoken English, including the ability to proofread.
- Excellent computer literacy and familiarity with Microsoft Office, Google Docs, and CRM/Database Management.
- Ability to prioritise workload and work flexibly and collaboratively, and at times under pressure, meeting deadlines.
- Ability to work with accuracy and excellent attention to detail.
- Ability to communicate succinctly, effectively, and in a warm manner, both in person and in writing, with respect for differing audiences.

Desirable

- Experience in a school setting and an admissions role.
- Good business acumen and knowledge of school management information systems.
- Knowledge of admissions-related legal responsibilities and regulations or willingness to get up to speed if this is not known.

Personal Competencies & Qualities

- Enthusiastic individual possessing drive, energy, and commitment, with a presence that engenders confidence and respect from pupils, parents (current and prospective), and colleagues.
- Ability to prioritise and manage a varied workload and adapt to changing situations.
- Team-focused: shares knowledge and information with other staff members to promote good practice.
- Co-operative, helpful and accommodating with other team members and staff.
- Focuses on what needs to be delivered: understands what is needed and responds promptly.
- A proactive, 'can do' attitude to all tasks.
- Welcomes challenges and meets them with enthusiasm.
- Shows a flexible approach, willing to adapt and respond to priorities.
- Seeks out additional duties and uses own initiative.
- Good communication and persuasion skills.
- Consistently strives to maintain a high standard of work

WORKING WITH US

Dulwich Prep London 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 that is committed to achieving excellence.

Working at Dulwich Prep means being part of a team that cares about your continued professional development and journey as a teacher. Whether you join us at the beginning, middle or end of your career, you will be guided, supported and encouraged every step of the way to achieving your goals. For example, our CPD might involve training for whole school initiatives, going on 'Learning Walks' around the school, taking part in a Lesson Study, or seeking further formal academic qualifications.

We are proud to be members of the Teacher Development Trust, which supports schools focused on innovation and evidence-based learning. In addition, we work with initial Teacher Training institutions such as St Mary's University, Twickenham and The Cambridge Partnership to develop new teachers and keep up to date with the latest research and pedagogy.

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

REMUNERATION

- Competitive salary £35,570 to £41,120.
- Generous defined contribution pension scheme.
- Life assurance.
- Free school lunches.
- Enhanced sickness, maternity, paternity, and adoption pay entitlements.
- Free access to our School Counsellor.
- 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.

Hours of Work

- 8.00am to 5.00pm (Monday to Friday) with a one-hour unpaid lunch break all year round.
- Attendance at all INSET days, Open Days, and any other relevant events in the school calendar as agreed upon with your line manager.
- 25 days annual leave allowance, in addition to public holidays, to be taken during school holidays.
- Occasional Saturday and weekday evening working.

- 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 post's grading and designation.

Application and Interview Process

A completed Application Form and a cover letter explaining your suitability for this role should be emailed to [Tamsin Hutson, HR Manager](#). 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 3 June 2024, 9.00am
- Interviews Date: Thursday 6 June 2024
- Start Date: As soon as possible.

Appointment

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

- Receipt of at least two references that 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), 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 and satisfactory completion of the probationary period.
- 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

Dulwich Prep London 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 London 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 London 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 aspire to have a diverse and inclusive workplace.

We strongly encourage all suitably qualified applicants regardless of background to apply and join us at Dulwich Prep London.

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