

# APPLICATION PACK

## HEAD OF DIGITAL LEARNING



Closing Date: Wednesday 4 February 2026

Interviews will be held on Tuesday 10 February 2026

*Please note, The Manor reserves the right to close the vacancy early if a suitable candidate is sourced therefore early submission of applications is advised.*

Dear Applicant

Welcome to The Manor!

Thank you for your interest in The Manor Preparatory School. This information pack is designed to give you more information about the school and the post you are interested in and we hope that we are able to convey the qualities that make The Manor an exceptional place, not only for our pupils, but also for our fulfilled and happy staff that work hard to create the school's spirit, warmth and dynamism.

Founded in 1907 and situated in Abingdon, the Manor Preparatory School is an outstanding independent co-educational day school that welcomes boys and girls aged 2-11. The Manor has a wonderfully happy, creative atmosphere where each individual is challenged, cherished and inspired to reach their potential. Every child is encouraged to do their best, resulting in outstanding results academically, on the sports field, and in creative and performing arts.

In the Early Years Department, our purpose-built Pre-Nursery and Nursery gives children the best start in bright, airy facilities together with a team of enthusiastic, qualified and dedicated staff. Children in Reception, Years 1 and 2 are exposed to a stimulating and enriching curriculum supported by a team of exceptional Teachers and a full-time Teaching Assistant in each class.

From the age of 7 to 11, the pupils in our Prep Department enjoy increased specialised teaching in a rich, warm-hearted environment where all pupils are encouraged to fulfil their potential. The school has outstanding facilities for Music, Science, ICT, Food Technology, Art, DT, Sport and Drama and offers an extensive range of extra-curricular activities but retains a primary school ethos, focusing on the happiness and well-being of each child.

Each member of our staff contributes to the unique identity of The Manor, providing a network of support and teamwork which has become a characteristic of the School. Children are "challenged, cherished and inspired".

We hope that on reading our application pack, we are able to convey a sense of the school's spirit, warmth and dynamism that have made it thrive over the years. Naturally if you have any questions, please don't hesitate to contact us by email ([hr@manorprep.org](mailto:hr@manorprep.org)) or by phone (01235 858 478). You are welcome to telephone to arrange for an informal tour at any point.

May we take this opportunity to thank you for the time and thought that we recognise goes into preparing a job application.

With very best wishes



**Rachel Hamlyn**  
**Head**

## JOB DESCRIPTION

<b>Job Title:</b>	Head of Digital Learning
<b>Line Manager:</b>	Deputy Head Academic

### Role Overview:

The Head of Digital Learning will provide strategic leadership and operational oversight of digital learning, online safety, MIS systems and data management across The Manor, while also delivering high-quality Computing teaching to pupils in Years 3–6. This role sits at the heart of the school's digital vision, ensuring that staff and pupils develop the confidence, competence and habits necessary to thrive in an increasingly digital world.

Working closely with the Senior Leadership Team, the Head of Digital Learning will drive the school's teaching and learning digital strategy, support staff development, manage the school's Management Information System (MIS), oversee the construction of the school timetable, and coordinate daily cover. The role plays a pivotal part in shaping an ambitious, forward-looking digital culture throughout the school.

### Key Educational Aims:

The Head of Digital Learning will support the school in promoting:

- **Academic Excellence** – pupils who are creative, curious thinkers equipped with strong digital and computational skills.
- **Character Development** – competent, safe and responsible digital citizens.
- **Global Mindsets** – pupils who understand digital ethics, difference, community and the wider digital world.

### Core Teaching Responsibilities:

#### Teaching Computing (Years 3–6)

- Plan and deliver high-quality Computing lessons, ensuring pupils develop strong skills in computational thinking, coding, digital creativity, research skills and data handling.
- Ensure a coherent learning pathway in Computing from Years 3–6, aligned with the school's academic aims.
- Use digital tools to enhance learning, assessment and pupil engagement. Contribute to activities, clubs or digital enrichment opportunities that extend pupils' digital skills beyond the classroom.



**Leadership**

**Responsibilities:**

**1. Digital Vision, Strategy and Innovation**

Overseen by the Deputy Head Academic

- Lead the development, implementation and communication of a whole-school digital learning strategy.
- Ensure digital tools and platforms are consistent, accessible, impactful and aligned with teaching and learning priorities.
- Promote the confident adoption of digital devices, applications and workflows across the school.
- Monitor and evaluate the effectiveness of digital learning, gathering feedback from pupils, staff and parents to inform improvement.
- Lead on the development of responsible AI use within the school's digital framework, ensuring ethical, safe and educationally purposeful application.
- Stay informed of future technologies (AI, VR/AR, data tools, emerging platforms) and advise SLT on their potential impact and opportunities.

**2. Staff Development and Support**

- Lead staff training on digital pedagogy, tools and platforms.
- Liaise with Pre-Prep Computing Coordinator to ensure consistency of strategy
- Identify and address staff needs relating to digital teaching, assessment and workflow.
- Support colleagues in adopting new systems, improving digital confidence and integrating technology effectively into their subjects.
- Work closely with IT support and technical teams to ensure smooth alignment between pedagogy, infrastructure, security and classroom needs.
- Champion best practice through modelling, mentoring and sharing innovative approaches.

**3. Pupil Digital Skills and Digital Citizenship**

(Liaison with Deputy Head Pastoral and Deputy Head Academic)

- In liaison with the Deputy Head Pastoral, lead the school's approach to online safety, ensuring a coherent and up-to-date online safety curriculum from Y3–6.
- Stay abreast of developments in online safety, liaising with the Deputy Head Pastoral to ensure the online safety curriculum remains responsive and fully aligned with 'Keeping Children Safe in Education' and other relevant guidance.
- Ensure pupils learn to manage personal wellbeing, safety and behaviour in digital environments.
- Develop opportunities for pupils to collaborate digitally, reflect on their learning and showcase digital work.
- Coordinate digital citizenship education, contributing to assemblies, parent talks and workshops as required.
- Support pastoral teams when digital issues arise (e.g., unwanted content, cyberbullying, image concerns).



- Work with external organisations and experts to enhance the school's programme of online safety and digital wellbeing.
- Support the Deputy Head Pastoral in reviewing the School's filtering and monitoring provision and response to incidents, as appropriate.

#### **4. MIS Management and Data Systems**

- Oversee the efficient operation, development and integrity of the school MIS.
- Provide training, guidance and support for staff in the use of MIS systems.
- Ensure accurate and timely data processes, including assessment, attendance, reporting and safeguarding workflows as required.
- Liaise with IT and administration teams to ensure the MIS supports strategic school functions and user needs.

#### **5. Timetable Construction and Academic Logistics**

- Lead the creation, maintenance and annual review of the whole-school timetable.
- Ensure the timetable supports curriculum priorities, staff workload, rooming efficiency and pupil experience.
- Work collaboratively with SLT to plan staffing allocations, specialist teaching blocks and co-curricular integration.

#### **6. Cover Management**

- Manage the day-to-day organisation of staff cover.
- Ensure efficient, timely communication of cover arrangements to staff.
- Maintain oversight of cover patterns, absence trends and staffing contingencies.
- Work with SLT to plan medium-term cover arrangements where needed.

#### **7. Co-curricular Digital Development**

Overseen by the Deputy Head Co-Curricular

- Promote digital creativity and innovation across co-curricular programmes including clubs, enrichment, sport and the arts.
- Encourage the use of digital tools to capture, reflect upon and enhance pupils' experiences beyond the classroom.

#### **Professional Expectations:**

- Be an active and committed member of the school's academic leadership.
- Maintain excellent knowledge of digital learning, emerging technologies and online safety legislation.
- Communicate clearly and regularly with parents about digital learning and online safety.
- Attend relevant training, conferences and professional networks.
- Uphold the school's values and play a full part in school life.



## **Person Specification:**

The successful candidate will be an inspiring educator and strategic thinker with the technical, pedagogical and leadership expertise to shape the school's digital learning culture.

### **Qualifications & Experience**

#### **Essential:**

- A recognised teaching qualification and strong classroom experience.
- Proven ability to teach effectively within KS2 (Years 3–6).
- Demonstrable expertise in digital learning, educational technology or Computing.
- Experience leading whole-school digital initiatives, projects or staff training.
- Strong understanding of online safety, digital citizenship, and safeguarding considerations in digital environments.
- Experience using (or willingness to rapidly learn) MIS systems and data platforms including iSAMS, SOCS, Google Workspace, Microsoft Teams, GL Assessment tool
- Experience managing or contributing to timetable construction (Timetabler) or complex school organisation systems (or clear capacity to develop these skills).

#### **Desirable:**

- Experience teaching Computing or Computer Science within primary or prep settings.
- Leadership, middle leadership or project management experience.
- Experience designing or delivering parent workshops or digital citizenship education.
- Familiarity with AI tools, digital assessment systems, coding platforms, and creative digital tools.
- Understanding of current trends in educational technology, digital wellbeing and future technologies (AI, VR/AR, data literacy).

### **Knowledge & Skills**

#### **Essential:**

- Strong pedagogical understanding of digital learning and its impact on teaching and learning.
- Ability to analyse, manage and present data accurately and efficiently.
- Excellent organisational skills with meticulous attention to detail.
- Ability to create and maintain a complex school timetable.
- Confidence in using and integrating a wide range of digital tools, platforms and applications.
- Ability to design and lead high-quality, engaging staff CPD.
- Clear understanding of online safety legislation, safeguarding requirements and best practice.





- Ability to communicate digital concepts clearly to pupils, staff and parents.

## **Desirable:**

- Understanding of digital strategy development and implementation.
- Experience supporting or coaching colleagues in digital pedagogy.
- Ability to evaluate emerging technologies and recommend suitable adoption.

## **Personal Qualities**

### **Essential:**

- Visionary thinker with the ability to drive innovation while maintaining practicality.
- Highly collaborative, with the ability to build trust and influence staff at all levels.
- Calm, flexible and solutions-focused when dealing with challenges or tight deadlines.
- Strong interpersonal skills and the ability to motivate and inspire others.
- Commitment to safeguarding and promoting the welfare of pupils.
- Patient and confident when supporting staff with varied levels of digital experience.
- Passion for developing confident, safe and responsible digital learners.

### **Desirable:**

- Creative problem-solver who enjoys exploring new ideas.
- Enthusiasm for contributing to the wider life of the school.

## **Safeguarding & Professional Expectations**

### **Essential:**

- Understanding of safeguarding responsibilities related to digital environments.
- Willingness to undertake relevant training and keep knowledge up to date.
- High standard of professionalism, integrity and confidentiality.

## **General Teaching Duties**

*(Applicable to all Teachers, and to Teaching Assistants where appropriate)*

### **Teaching and Learning**

- Prepare and contribute to oral and written assessments, reports, and references for pupils.
- Review and develop teaching methods, programmes of work, and assessment practices.
- Collaborate with the Head and colleagues on curriculum planning, teaching materials, and pastoral provision.
- Prepare pupils for public examinations and assessments, assess and report outcomes, and supervise examinations.



- Provide supervision and teaching cover for absent colleagues where practicable.

### **Pastoral Care, Behaviour, and Safeguarding**

- Maintain good order and discipline and safeguard pupils' health and safety at all times, on and off site.
- Undertake the role of Form Teacher.
- Carry out lunch and break-time duties as timetabled or necessary.
- Act professionally at all times and maintain confidentiality.

### **Administration and Organisation**

- Undertake administrative and organisational duties related to teaching and pastoral responsibilities.
- Supervise support staff and manage the ordering and allocation of equipment and resources as required.
- Attend and contribute to staff meetings relating to curriculum, administration, and pastoral matters.
- Attend, lead, and supervise assemblies and register pupil attendance in accordance with rotas.

### **Other Responsibilities**

1. Participate in appraisal processes and ongoing professional development, including training and preparation days.
2. Contribute to the School's extra-curricular and clubs programme.
3. Perform other duties reasonably requested by the Line Manager, Head, or Senior Leadership Team.
4. Comply with the Staff Handbook and School policies, as amended from time to time.

### **Review Arrangements:**

The details contained in this Job Description reflect the content of the job at the date it was prepared. It is inevitable that over time the nature of the job may change. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the school will expect to revise this Job Description from time to time in consultation with the postholder.

### **Safeguarding**

*The Manor Preparatory School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an Enhanced Disclosure from the Disclosure and Barring Service. We are an equal opportunities employer who welcomes applications from all sections of the community.*

*Safeguarding and promoting the welfare of children is everyone's responsibility and staff are expected to attend regular training sessions and to follow the school's safeguarding procedures.*

*Our Safer Recruitment process and procedures are in line with Safer Recruitment requirements and Keeping Children Safe in Education.*



## **Benefits:**

### **Salary:**

The Manor has its own salary scale. Employees' starting salary will depend on the experience and qualifications of the successful candidate. The Governors review salary scales each year to ensure they remain competitive. Annual salary is paid in 12 equal payments by bank transfer on the 30<sup>th</sup> / 31<sup>st</sup> of every month, or the last working day of the month if the 30<sup>th</sup> / 31<sup>st</sup> falls on a weekend.

### **Pension:**

For teaching staff the Pension Scheme is with Aviva Pension Trust for Independent Schools (APTIS) with 6% employer contribution. There is a further 10% flexible pay option the school will contribute and Teaching staff are asked to decide the split between additional pension contribution and additional non-pensionable pay.

### **Cover:**

Life Assurance  
Critical Illness  
Income Protection

### **Non-contractual Benefits:**

- **Lunch, Drinks and Snacks:** Staff are provided, at no cost, with lunch, hot drinks and snacks throughout the day (term time only).
- **School Fee Reduction:** Children of Teaching and Support Staff at The Manor may be eligible for a reduction on the basic tuition fees. The continuance of School fee reduction provision is at the Governors' discretion. Please contact the Director of Finance and Operations for further information. Please note, this benefit is pro-rated for part time staff.
- **Subsidised rates:** For staff children at Extended Day, Clubs and Manor Fun.
- **Parking:** Free staff parking on site at The Manor is permitted.
- **Facilities Hire:** Staff at The Manor are able to hire the School facilities including our brand new Sports Hall, for personal events.
- **Free Pension Advice:** Teaching and support staff are entitled to unlimited free Pension advice.
- **One to One Counselling:** Teaching and support staff are entitled to 6 free counselling sessions. This service is confidential.
- **24 Hour Counselling and Legal Helpline:** Teaching and support staff are entitled to unlimited free legal advice through a 24-hour counselling helpline provided by DAS UK Group.
- **Discounts:** "Fit to Run" (Sports Shop) of 10% and "Stevenson's" (School Wear) of 5%.
- **Eye Tests:** Teaching and support staff at The Manor are entitled to one free eye test every two years.
- **Post:** Ability to use the school franking machine for personal post which still needs to be paid for (via the "honesty pot" in the Bursary) but this is at the reduced franking costs rather than the more expensive stamps.
- **Flu Jabs:** Teaching and support staff at The Manor are entitled to be reimbursed for an annual flu jab

*The above non-contractual benefits are currently available to staff. They are at the discretion of the Governors who reserve the right to withdraw them without notice.*

## **Applying for the role:**

Enquiries are welcome. For an informal discussion about the role, or if you have any queries regarding the application form or the recruitment process, please contact, either by email [hr@manorprep.org](mailto:hr@manorprep.org) or by phone on 01235 858478.

Before applying for this position, candidates should read our Safeguarding Children Policy (which includes the Child Protection Policy), available on the policies section of our website (<http://www.manorprep.org/about-our-school/policies/>).

Please also refer to the website for further information about the school.

Applicants should email a Letter of Application and the signed completed Application Form to [hr@manorprep.org](mailto:hr@manorprep.org)

## **Application Form**

- Applications will only be accepted from candidates completing the enclosed application form in full. CV's will not be accepted in substitution for completed application forms. They may, however, be submitted in addition to the application form.
- 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 see the job description [and person specification] for the post.
- The successful applicant will be required to complete a disclosure form from the Disclosure and Barring Service (DBS) for the post and, where appropriate, a check of the Barred List maintained by the DBS will be made. Any offers of appointment will be made conditional on obtaining such satisfactory checks. For further information, please contact the Disclosure and Barring Service – <https://www.gov.uk/government/organisations/disclosure-and-barring-service> - Additionally, successful applicants should be aware that they are required to notify the School immediately if there are any reasons why they should not be working with children.
- The School takes its responsibility to safeguard children very seriously and any staff member and/or successful candidate who is aware of anything that may affect his/her suitability to work with children must notify the School immediately. This will include notification of any convictions, cautions, court orders, reprimands or warnings he/she may receive.
- The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018 apply to those providing early years childcare or later years' childcare, including before school and after school clubs, to children who have not attained the age of 8 and to those who are directly concerned in the management of that childcare.
- Staff and/or successful candidates who are disqualified from childcare or registration may apply to Ofsted for a waiver of disqualification. Such individuals may not be employed in the areas from which they are disqualified, or involved in the management of those settings, unless and until such waiver is confirmed. Please speak to the Head for more details.
- The School has a legal duty under section 26 of the Counter-Terrorism and Security Act 2015 to have 'due regard to the need to prevent people from being drawn into terrorism'. This is known as the Prevent duty. Schools are required to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. Accordingly, as part of the recruitment process, when an offer is made the offer will be subject to a Prevent duty risk assessment.
- We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications, before interview.



- 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 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. The employer may answer 'not applicable' if your duties have not brought you into contact with children or young persons. The school may contact any of your previous places of work, whether or not they have been named in connection with a referee. Where you have no previous employment history, we may request character references which may include references from your school or university.
- As the job for which you are applying involves substantial opportunity for access to children, it is important that you provide us with accurate answers. You should be aware that 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/or DBS.

### **Invitation to Interview**

#### What to bring to the interview

All candidates invited to interview must bring with them:

5. Original (or certified copy) of Birth Certificate
6. A passport or full/provisional driving licence
7. A utility bill or financial statement issued within the last three months showing the candidate's current name and address;
8. Where appropriate, any documentation evidencing a change of name;
9. Where applicable, proof of entitlement to work and reside in the UK. Further information regarding the necessary documentary evidence can be found on the Home Office website.
10. Evidence of Good Conduct from an applicable country if the candidate has been overseas for 3 months or more in the past 5 years.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

11. 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 by you from the awarding body.
12. If the position you are applying for requires a mandatory professional qualification or membership you will need to produce your qualification and proof of professional membership at interview.

#### Disability and reasonable adjustments

Candidates with a disability who are invited to interview should kindly inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.

## **Conditional Offer of Appointment: Pre-Appointment Checks**

Any offer to a successful candidate will be conditional upon

- verification of identity and qualifications
- verification of right to work in the UK, where appropriate
- a satisfactory Enhanced DBS check and, if appropriate, a check against the Children's Barred List and the Adults' Barred List maintained by the DBS
- Where the successful candidate has worked or been resident overseas (including EEA teaching candidates), such checks and confirmations as the School may consider appropriate so that any relevant events that occurred outside the UK can be considered. This shall include the candidate providing the School with proof of his/her past conduct as a teacher in the form of a letter of professional standing from the professional regulating authority in the country in which s/he has worked
- receipt of at least two satisfactory references (if these have not already been received), including for internal appointments. All references should be provided by a senior person with appropriate authority, subject to the satisfaction of the School
- verification of professional status such as GTC registration, QTS Status (where required), NPQH
- evidence of satisfactory medical fitness
- receipt of a signed Staff Suitability Declaration form showing that the candidate is not disqualified from providing childcare as set out in the statutory guidance "Disqualification under the Childcare Act 2006 (July 2018)"
- satisfactory completion of the probationary period
- verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999), where relevant
- For a candidate to be employed as a teacher, a check that that the candidate is not subject to a prohibition order issued by the Secretary of State or any sanction or restriction imposed (that remains current) by the historic General Teaching Council for England before its abolition in March 2012
- For a candidate to be employed into a senior management position as set out within the School's Recruitment, Selection and Disclosures Policy and Procedure, receipt of a signed "senior charity manager positions: automatic disqualification declaration" confirming that the candidate is not disqualified from acting in a senior management position for a charity in accordance with the automatic disqualification rules for charities
- If you are undertaking a management role, a check that you have not been prohibited from participating in the management of independent schools.

**As part of Keeping Children Safe in Education, your name will be investigated online as part of the recruitment process.**

It is the School's practice that a successful candidate must complete a pre-employment health questionnaire. The information contained in the questionnaire will then be held by the School in strictest confidence and used as set out in the School's Recruitment Privacy Notice and Data Protection Policy. This information will be reviewed against the Job Description and the Person Specification for the particular role, together with details of any other physical or mental requirements of the role i.e. proposed workload, extra-curricular activities, layout of the School etc.

The School is aware of its duties under the Equality Act 2010. No job offer will be withdrawn without first consulting with the applicant, considering medical evidence and considering reasonable adjustments.

### **WARNING**

Where a candidate is:

- found to be on Children's Barred List, Adults' Barred List or the Protection of Children Act List; or
- The Enhanced DBS disclosure shows s/he has been disqualified from working with children by a Court; or
- found to have provided false information in, or in support of, his/her application; or
- the subject of serious expressions of concern as to his/her suitability to work with children,

the facts will be reported to the Police and/or the DBS.

## References

We will seek the references referred to above for all shortlisted candidates, including internal candidates and may approach previous employers for information to verify particular experience or qualifications, before interview. If you do not wish us to take up references in advance of the interview, please notify us at the time of submitting your application.

For internal candidates, formal written references may be sought from a senior person with appropriate authority.

All referees will be asked if the candidate is suitable to work with children.

The School will compare any information provided by the referee with that provided by the candidate on the application form. Any inconsistencies will be discussed with the candidate.

## **Criminal Records Policy**

The School will refer to the Department for Education (“DfE”) document, ‘Keeping Children Safe in Education’ and any amended version in carrying out the necessary required DBS checks.

The School complies with the provisions of the DBS Code of Practice, a copy of which may be obtained on request or accessed here: <https://www.gov.uk/government/publications/dbs-code-of-practice>.

Any offer of employment is conditional upon the School obtaining an Enhanced Disclosure from the Disclosure and Barring Service (DBS) which the School considers to be satisfactory. The School applies for an Enhanced check for Regulated Activity from the DBS (which includes a check of the Children’s Barred List) in respect to all positions at the School which amount to regulated activity. It is unlawful for the School to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the School. If you are successful in your application, you will be required to complete an online DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and/or Code of Practice published by the DBS.

## **Policy on the Recruitment of Ex-Offenders**

The School will not unfairly discriminate against any candidate for employment on the basis of conviction or other details revealed. The School makes appointment decisions on the basis of merit and ability. If an individual has a criminal record this will not automatically bar him/her from employment within the School. Instead, each case will be fairly and objectively assessed by the School in relation to the nature of the employment applied for, and the nature of the offence concerned.

Any member of staff, their family (if over 16), volunteer, agency/contract staff working at the school or any other adult coming into regular contact with the children or having unsupervised access to school premises, will not be employed or permitted to live or work on school premises if recruitment checks disclose that they have been convicted of an offence which indicate that they may be unsuitable to work with or have regular contact with children.

Under the relevant legislation, it is unlawful for the School to employ anyone who is included on the lists maintained by the DBS of individuals who are considered unsuitable to work with children. In addition, it will also be unlawful for the School to employ anyone who is the subject of a disqualifying order made on being convicted or charged with the following offences against children: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence. It is also unlawful for the School to knowingly employ someone who works in the relevant settings and is disqualified from providing childcare under the statutory guidance “Disqualification under the Childcare Act 2006 (July 2018)”.

It is a criminal offence for any person who is disqualified from working with children to attempt to apply for a position within the School. The School will report the matter to the Police and/or the DBS if:

- the School receives an application from a disqualified person;
- is provided with false information in, or in support of, an applicant's application; or
- the School has serious concerns about an applicant's suitability to work with children.

Please note that any employer (where children are involved), whom we contact for a reference, will be asked to declare if you have been subject to any substantiated allegations or concerns, as defined by the Department of Education, that have been raised (whether formally or informally) about you relating to the safety and welfare of children and young people, and if so, the outcome.

All candidates should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if they have been appointed, and a possible referral to the police and/or DBS.

In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the School will consider the following factors before reaching a recruitment decision:

- whether the conviction or other matter revealed is relevant to the position in question;
- whether the conviction or caution is 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020 (if yes, it will not be taken into account);
- the seriousness of any offence or other matter revealed;
- the length of time since the offence or other matter occurred;
- whether the applicant has a pattern of offending behaviour or other relevant matters;
- whether the applicant's circumstances have changed since the offending behaviour or other relevant matters;
- in the case of disqualification from providing childcare, whether the applicant has or is able to obtain an Ofsted waiver from disqualification; and
- the circumstances surrounding the offence and the explanation(s) offered by the convicted person.

If the post involves regular contact with children, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of any of the following offences: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence, serious class A drug related offences, robbery, burglary, theft, deception or fraud.

If the post involves access to money or budget responsibility, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception or fraud. If the post involves some driving responsibilities, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted of drink driving.

### **Retention and Security of Records and Data Protection**

The School will comply with its obligations regarding the retention and security of records in accordance with the DBS Code of Practice and its obligations under its Data Protection Policy. Copies of DBS certificates will not be retained for longer than 6 months.

Details of how we use candidates' data is explained in the Recruitment Privacy Notice and Data Protection Policy which can be found on the school's website.





**The Manor**

Preparatory School

*The Manor Preparatory School is committed to safeguarding and promoting the welfare of children, and applicants must undergo child protection screening appropriate to the post, including checks with past employers, an online search and an Enhanced Disclosure from the Disclosure and Barring Service.*

*Where a role involves engaging in regulated activity, it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.*

*Roles within Education are exempt from the Rehabilitation of Offenders Act 1974. For more information visit <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>*

*Our Safer Recruitment process and procedures are in line with Safer Recruitment requirements and Keeping Children Safe in Education.*

*The Manor is an equal opportunities employer who welcomes applications from all sections of the community.*