



# Chief Operating Officer



*We have built something that works. Now we want to build more of it — and we are looking for the person who can help us do it.*



## Overview

The Governors and Headmaster of More House School, Frensham seek to appoint a highly skilled senior leader, expert in strategic planning and operational oversight, for the post of Chief Operating Officer (COO).

An internationally recognised specialist independent school and UK-registered charity, More House is one of the largest, and the leading, school for pupils with special educational needs and disabilities. With an 87-year history, the School has seen rapid growth in pupil numbers over the last thirty years, from 65 to 515, and has repeatedly been awarded the highest gradings in six successive Ofsted inspections over more than a decade. Located on a 30-acre estate in Frensham, on the edge of the Surrey Hills AONB, the School provides residential boarding and day places to a mix of privately funded and local authority funded pupils from across the South-East and beyond, and delivers a programme of outreach consulting and training to schools and educational trusts in both the independent and state-maintained sectors throughout the UK.

This is an exciting time. The School commences construction of a large sports facilities project this summer and is now planning the next phase of its Frensham campus development, sustaining the quality of facilities and pupil experience for the future. It is also entering the second year of a five-year strategic plan which will deliver significant expansion beyond Frensham, so that many more children and young people can access our uniquely empowering model of education, especially girls.

The senior role of Chief Operating Officer supports the Headmaster in implementing the strategy, ensuring strong financial planning and the continuous development of the School's Business Operations so that they are most effective in delivering the School's mission and strategy. Responsible to the Headmaster and Board of Governors, and reporting directly to the Headmaster on a day-to-day basis, the new COO will bring proven experience of strategic and financial planning as well as the successful management of people. The role demands high-level strategic planning skills.

Given the School's strategic ambition, experience of mergers and acquisitions, of school growth strategy, or of opening and integrating new provision is especially welcomed. This is the area in which the School expects the successful candidate to make the greatest additional difference, and it is where we will distinguish between otherwise strong candidates.



## The school

A nationally celebrated charity, More House School provides an exceptional, mainstream education for boys with Specific Learning Difficulties and Developmental Language Disorder. Providing a transformative education repeatedly recognised as 'Outstanding' by Ofsted over more than a decade and, most recently, 'Exceptional' under the new inspection framework (February 2026), it offers a specialised learning environment for up to 530 day and boarding boys from Year 4 to Year 13 (aged 8 to 19). Pupils are taught to recognise their strengths and develop their self-belief so that they achieve independence and extraordinary results at GCSE, BTEC and A Level, often far beyond their expectations and above national averages.

Delivering a mainstream independent school experience, both academically and socially, the very broad curriculum affords all pupils the opportunity to discover their



strengths, challenging them to fulfil their academic and co-curricular potential. Continuous pursuit of excellence and improvement in all areas characterises the commitment of all members of the School's governance and leadership teams. More House is CReSTeD approved, listed in their Specialist Schools category, and is a member of the Independent Schools Association and the Boarding Schools' Association, and affiliated to the Independent Schools Council.

Nearly 70% of pupils have their places at the School funded by a local authority, and are the subject of an Education, Health and Care Plan (EHCP). Currently, 35 different local authorities have funded pupil places in the School. The remainder of pupils' places are funded by parents and extended families, or through the military. This funding mix gives the School an unusually resilient income base within the independent sector.



## The school

The School is set on a wooded hillside in nearly 30 acres on the Hampshire/Surrey border and within the Surrey Hills Area of Outstanding Natural Beauty. Attractive modern facilities lie above the playing fields. London Waterloo is one hour away by train from close-by Farnham railway station, and there is easy access to the M25, M3 and A3 major routes. Guildford is twenty minutes' drive away, Basingstoke twenty-five, and Southampton an hour. Ongoing capital investment in facilities is critical in maintaining excellence of provision, enabled through the School's operating surplus and fundraising.



The School's Governors are also trustees of the Charity (The Gard'ner Memorial Ltd, registered charity number 311872) and non-executive directors of the not-for-profit limited company, limited by guarantee (registered company number 523768).

Academic, Pastoral and Business Operations staff join More House from a variety of backgrounds and are united by a shared commitment to the School's vision and its values of Kindness, Spirit and Responsibility. The School is characterised by a continuous pursuit of excellence and improvement in all aspects of its provision, in order to realise the best possible experiences and outcomes for all pupils.

**Our School Vision is: To lead in transforming the futures of intelligent children who experience Specific Learning Difficulties, Developmental Language Disorder and associated conditions, by empowering them.**

**Our School Values are: Kindness — Spirit — Responsibility**





## The role of COO

This is an opportunity for the successful candidate to build on the powerful contribution of the current postholder. It is the most senior non-teaching position in the School's leadership team and contributes across all areas of the School's strategic planning and project management.

Responsible to the Headmaster and to the Board of Governors, the COO reports directly to, and works closely with, the Headmaster. The COO is a key member of the Core Leadership Group (CLG) and of the wider Senior Management Team (SMT). Chaired by the Headmaster, the CLG is the most senior decision-making body within the executive and comprises the Chief Operating Officer, the Principal Deputy Head (Head of School), the Deputy Heads responsible for Academic, Pastoral and Residential, and the Director of Assessment and Therapy.

In particular, the COO holds specific responsibility to provide leadership and oversight of all the School's core support functions and teams, collectively known as Business Operations, including Finance, Human Resources, Estates, I.T. Services, Administration, Catering and the Assistant Clerk to the Governors — some 60 staff in total.

The role has two dimensions, and the School needs both. The first is to lead Business Operations and to hold the School's operational, financial and regulatory position at the standard its inspections reflect. The second is to work alongside the Headmaster as the executive lead on the commercial, financial and delivery side of the School's expansion.

A very prominent role in the School community, the successful applicant will be an ambassador and role model for the School's values of Kindness, Spirit and Responsibility. As COO s/he will support the Headmaster and Governors in ensuring the future financial sustainability and efficiency of the School and will be central to the development of strategic planning both at More House, Frensham and more widely. S/he will be adept at change management, organisational planning and delivering strategic objectives, communicating effectively in order to secure widespread commitment and engagement.

The COO also fulfils the role of Clerk to the Governors, supported by an Assistant Clerk. S/he will attend meetings of the Full Governing Board, the Finance and General Purposes Committee, the Development, Estates and Marketing Committee, and other governors' meetings as required.



## Specific responsibilities

To advise the Headmaster and Governors in, and assume responsibility for, providing strategic leadership for all aspects of the following areas of the School's activities, ensuring continuous evaluation of School practice, development planning, implementation of planning and compliance with regulation in each area.

### Strategy and growth

- Support the Headmaster to devise and implement the agreed strategy, project managing and demonstrating leadership in respect of the School's Business Operations.
- Support the Headmaster and Governors to identify risk and opportunity, and to design highly effective and ambitious strategic plans and objectives, promoting the financial and operational growth and sustainability of the School and Charity, and the delivery of its vision and mission.
- Act with the Headmaster as executive lead on the delivery of the School's expansion, including the extension of provision to girls and growth beyond the Frensham campus.
- Appraise growth opportunities as they arise: build and own the financial models, test the assumptions, and give the Headmaster and Governors a clear, evidenced view of the commercial and operational case.
- Lead or co-ordinate early-stage commercial and financial due diligence on potential merger, acquisition, partnership and site opportunities.
- Commission, direct and hold to account the external advisers required for a transaction — corporate finance, legal, property, pensions, insurance — and manage the associated budget. The School does not expect the COO to undertake this work personally, but does expect the COO to run it.
- Project manage transactions through to completion, including the regulatory pathway: Charity Commission, Companies House, DfE registration, Ofsted, planning, TUPE and pensions consequences.
- Plan and lead post-transaction integration, with particular attention to protecting the culture and educational model that make More House what it is.
- Ensure awareness of risks and opportunities within the sector, devising and implementing mitigation and action in consultation with the Headmaster and Governors.
- Secure the growth of non-fee income streams including facilities lets, trading, outreach consultancy and fundraising.
- Accept specific responsibility for the implementation and delivery of strategic projects, as directed by the Headmaster.



## Specific responsibilities

### Finance

- Provide strategic oversight and management of the Finance Manager and oversee the School's financial operations, budgeting, financial reporting, and financial planning and analysis. This includes financial modelling and analysis, strategic planning and implementation, forecasting and budgeting, accounting, monitoring and risk-management.
- Lead the continuing development of the finance team's capability and structure to support the School's growth.
- Ensure all financial regulations (including the Charities SORP), schemes of delegation and financial procedures are fully adhered to, reviewed and updated as required by the Charity Commission, HMRC and other regulators.
- Ensure the effective operation of appropriate audit and control measures, and develop effective professional relationships with auditors, bankers and all other key stakeholders.
- Manage the coordination of external audits and preparation of the statutory accounts.
- Ensure all necessary and appropriate insurances are properly maintained.
- Maintain a comprehensive and effective risk register, advising both the CLG and Governors of matters affecting business continuity and disaster recovery plans.
- Ensure the best use of resources for the delivery of the School's mission and agreed strategic objectives.

### Human Resources

- In consultation with CLG, oversee the development and implementation of a People strategy, including the staffing structure required to support growth.
- Provide strategic oversight and management of the School's Head of Human Resources and oversee the H.R. department.
- Ensure H.R. policies and practice are fit for purpose, compliant with the demands of sector regulation, and implemented comprehensively.
- Promote positive and effective relationships between the School (as an employer) and its employees, and employee representatives.
- Use data to identify trends and opportunities for improvement, devising a strategic approach to promote the most effective impact of employees and volunteers on the delivery of the School mission and agreed strategy.



## Specific responsibilities

### Estates and Facilities

- Ensure a strategic approach to managing the School's physical estate, facilities and vehicle fleet, including development of the campus and ensuring comprehensive compliance with the demands of sector regulation.
- Provide strategic oversight and management of the School's Estates Manager and oversee the Estates department, comprising the Caretaking and Cleaning teams, the Grounds team, the Maintenance team, the Laundry function and the Transport function, to deliver the School's mission and agreed strategic objectives, and to manage risk.
- Maximise the income stream from the letting of facilities to external parties.
- Deliver project-management oversight of all facilities projects, including Capital Expenditure projects.
- Assume overall responsibility, under the Governors, for the health and safety of all adults and children, taking a strategic, comprehensive and evidenced approach to assessing and mitigating risk, implementing best practice and using data to monitor trends and identify opportunities for improvement.

### IT Services

- Provide strategic oversight and management of the School's Head of I.T. Services and oversee the I.T. Services department to deliver the School's mission and agreed strategic objectives, and to manage risk.
- Ensure I.T. policies and practice are fit for purpose, compliant legally and with the demands of sector regulation, and implemented comprehensively, and that cyber risk is actively managed.
- Oversee GDPR within the School and ensure compliance.
- Promote highly effective collaboration and working-relationships between the department and other key School functions, such as Safeguarding.
- Use data to identify trends and opportunities for improvement, devising a strategic approach to promote the most effective impact of I.T. resources on the delivery of the School mission and agreed strategy.





## Specific responsibilities

### Administration

- Provide strategic oversight of the School's Administration function, and ensure support is efficient and cost effective.

### Catering

- Provide strategic oversight and management of the Catering Manager and the Holroyd Howe catering contract, ensuring compliance with all law and sector regulation, quality of service and value for money.
- Secure and use appropriate pupil and staff feedback on the catering provision.
- Maintain appropriate plans for maintaining and improving catering facilities and equipment.

### Clerk to the Governors

- Fulfil the legal duties of Company Secretary and Clerk to the Governors, including filing returns for Companies House and the Charity Commission.
- Work with the Headmaster, Chair of Governors and Assistant Clerk to provide comprehensive administrative and other support to the Board of Governors, and all committees, to enable the most effective governance and oversight of the School, Charity and all operations. Day-to-day servicing of meetings is discharged through the Assistant Clerk.
- Lead in supporting the Governors in preparing the annual Directors' Report.
- Ensure the timely and comprehensive provision of such information, data and recommendations as may be requested by the Governors, or may be identified by the executive as useful for Governors.

*Where the COO is leading a transaction or project on which the Board is being asked to decide, the Assistant Clerk will service the relevant meetings, so that the executive advising the Board and the officer recording its decisions are not the same person.*



## Specific responsibilities

### Line Management

|                             |                                  |
|-----------------------------|----------------------------------|
| Finance Manager             | Estates Manager                  |
| Head of Human Resources     | Catering Manager                 |
| Head of IT Services         | Assistant Clerk to the Governors |
| Headmaster's Office Manager |                                  |

### Reporting to Governors

- Liaison with the Governors' Finance and General Purposes Committee and Development, Estates and Marketing Committee on all aspects of the above.
- Submitting regular reports to the Finance and General Purposes Committee and Development, Estates and Marketing Committee on all aspects of the above.
- Providing such reports, verbal and written, as may be required.

*The above list of responsibilities is not exhaustive but provides an indication of the main areas of responsibility of the role. The post-holder may be asked to fulfil any other additional duties as deemed appropriate by the Headmaster. This role description is subject to periodic review by the Headmaster.*





## Person specification

Criteria are assessed as follows: A = application form and covering letter; I = interview; T = task, presentation or exercise; R = references. Weighting indicates the relative importance the selection panel will attach to each criterion when shortlisting and scoring.

| Criterion                                                                                                                                                            | Essential / Desirable | Weight | Assessed by |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------|-------------|
| <b>Leadership and personal qualities</b>                                                                                                                             |                       |        |             |
| Substantial senior leadership experience, operating credibly at or immediately below executive or board level in an organisation of comparable or greater complexity | Essential             | High   | A, I, R     |
| Proven success leading, developing and where necessary restructuring multi-disciplinary support teams (Business Operations at More House numbers around 60 staff)    | Essential             | High   | A, I, R     |
| Evidence of recruiting, developing and, where necessary, upgrading senior functional leaders                                                                         | Essential             | High   | A, I        |
| Outstanding written and verbal communication; able to command confidence with Governors, staff, parents, local authorities and external partners alike               | Essential             | High   | A, I, T     |
| A very visible presence in a school community; comfortable being an ambassador and role model                                                                        | Essential             | Medium | I, R        |
| Personal resilience, discretion and sound judgement; comfortable holding confidences and managing sensitive matters                                                  | Essential             | High   | I, R        |
| Collaborative, low-ego style; genuine appetite to work in a values-led charitable setting rather than a purely commercial one                                        | Essential             | High   | I, R        |



## Person specification

| Criterion                                                                                                                                                                                                                                        | Essential / Desirable | Weight | Assessed by |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------|-------------|
| <b>Strategic and commercial capability</b>                                                                                                                                                                                                       |                       |        |             |
| Track record of translating strategy into deliverable plans, and of delivering them to time and budget                                                                                                                                           | Essential             | High   | A, I, T     |
| Strong commercial and business acumen; able to appraise opportunity and risk and advise the Headmaster and Governors accordingly                                                                                                                 | Essential             | High   | A, I, T     |
| Experience of leading significant organisational change, with demonstrable success in securing staff engagement                                                                                                                                  | Essential             | High   | A, I, R     |
| Experience of growing non-fee income (facilities lets, trading, consultancy, fundraising)                                                                                                                                                        | Desirable             | Medium | A, I        |
| <b>Financial capability</b>                                                                                                                                                                                                                      |                       |        |             |
| Sufficient financial literacy to own the finance function, interrogate management accounts and lead financial discussion with the Headmaster and the Finance and General Purposes Committee (a formal accountancy qualification is not required) | Essential             | High   | A, I, T     |
| Experience of budgeting, forecasting, cash and treasury management, and of presenting financial information to a board                                                                                                                           | Desirable             | High   | A, I, T     |
| Sufficient financial literacy to own the finance function, interrogate management accounts and lead financial discussion with the Headmaster and the Finance and General Purposes Committee (a formal accountancy qualification is not required) | Essential             | High   | A, I, T     |



## Person specification

| Criterion                                                                                                                                                                           | Essential / Desirable | Weight | Assessed by |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------|-------------|
| <b>Financial capability (cont.)</b>                                                                                                                                                 |                       |        |             |
| Confidence with multi-year financial modelling and scenario planning over one, five and ten-year horizons                                                                           | Desirable             | High   | I, T        |
| Experience of statutory accounts, external audit and working within a regulated financial framework                                                                                 | Desirable             | Medium | A, I        |
| Familiarity with charity finance and the Charities SORP                                                                                                                             | Desirable             | Medium | A, I        |
| Formal accountancy qualification (ACA, ACCA, CIMA, CIPFA) or equivalent                                                                                                             | Desirable             | Low    | A           |
| <b>Growth, mergers and acquisitions, and project delivery</b>                                                                                                                       |                       |        |             |
| Experience of leading or playing a central role in a merger, acquisition, joint venture, group formation or comparable transaction                                                  | Desirable             | High   | A, I, T     |
| Experience of opening, acquiring or integrating a new site, division or operating entity                                                                                            | Desirable             | High   | A, I, T     |
| Familiarity with commercial and financial due diligence, and with directing external advisers (corporate finance, legal, property, pensions) rather than doing that work personally | Desirable             | High   | A, I        |
| Understanding of the regulatory mechanics of school growth — Charity Commission, DfE registration, Ofsted, TUPE, pensions, planning                                                 | Desirable             | Medium | A, I        |





## Person specification

| Criterion                                                                                                                | Essential / Desirable | Weight | Assessed by |
|--------------------------------------------------------------------------------------------------------------------------|-----------------------|--------|-------------|
| <b>Growth, mergers and acquisitions, and project delivery (cont.)</b>                                                    |                       |        |             |
| Experience of post-transaction integration and of protecting culture through structural change                           | Desirable             | Medium | I           |
| Significant capital project delivery, from business case through to handover                                             | Desirable             | Medium | A, I        |
| <b>Operational and regulatory</b>                                                                                        |                       |        |             |
| Accountability for estates, facilities or a comparable physical asset base, including compliance and planned maintenance | Desirable             | Medium | A, I        |
| Demonstrable ownership of health and safety at organisational level, with a risk-based, evidenced approach               | Desirable             | High   | A, I        |
| Experience of HR at a strategic level, including employee relations and organisational design                            | Desirable             | Medium | A, I        |
| Understanding of IT strategy, cyber risk, data protection and GDPR compliance                                            | Desirable             | Medium | A, I        |
| Experience of managing outsourced contracts and supplier performance                                                     | Desirable             | Medium | A, I        |
| Experience of company secretarial duties, or of clerking or supporting a board or trustee body                           | Desirable             | Medium | A, I        |
| <b>Sector knowledge and context</b>                                                                                      |                       |        |             |
| Clear affinity with, and articulate commitment to, specialist education for children and young people with SEND          | Essential             | High   | A, I        |



## Person specification

| Criterion                                                                                                                     | Essential / Desirable | Weight | Assessed by  |
|-------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------|--------------|
| <b>Sector knowledge and context (cont.)</b>                                                                                   |                       |        |              |
| Experience in the independent, charitable or wider education sector                                                           | Desirable             | Medium | A, I         |
| Understanding of local authority commissioning, EHCP funding and public-sector contracting                                    | Desirable             | High   | A, I         |
| Experience within the specialist SEND provider market                                                                         | Desirable             | Medium | A, I         |
| Experience in the independent, charitable or wider education sector                                                           | Desirable             | Medium | A, I         |
| <b>Safeguarding and values</b>                                                                                                |                       |        |              |
| Unequivocal commitment to safeguarding and promoting the welfare of children and young people                                 | Essential             | High   | A, I, R      |
| Demonstrable alignment with the School's values of Kindness, Spirit and Responsibility, and willingness to model them visibly | Essential             | High   | I, R         |
| Satisfactory Enhanced DBS clearance and full safer-recruitment vetting                                                        | Essential             | High   | Pre-appointm |
| Unequivocal commitment to safeguarding and promoting the welfare of children and young people                                 | Essential             | High   | A, I, R      |

**A note on the growth and transaction criteria:** these are marked desirable rather than essential by deliberate choice. The School's first priority is to appoint an outstanding operational leader. Where the School will differentiate between strong candidates, however, is on demonstrable growth and transaction experience — which is why those criteria carry high weight. Specialist transaction advice will be resourced externally; what the School needs in the COO is the judgement and project discipline to direct it.



## Hours and remuneration

Working on-campus at More House School, Frensham, 9am to 5pm Monday to Friday plus such additional hours as are necessary for the proper performance of the duties of the role, but flexibility in respect of working patterns is welcomed.

Attendance at School events outside these hours from time to time, including annual Founder's Day (the final Saturday of the academic year, in July).

Attendance at meetings of the Governing Body and Governors' sub-committees, as required. There are usually six full-board meetings a year, typically in the evening, at least six meetings per annum of the Finance and General Purposes Committee, and a similar number of the Development, Estates and Marketing Committee.

Some flexibility, and the ability to respond to situations in the moment, is required.

**Salary.** This senior role commands a commensurate salary. Potential applicants can obtain specific details of the salary range for this role by contacting the School's recruitment advisor, David Stephens on 07739 457000 or [davidjtdrecruitment.com](http://davidjtdrecruitment.com). The School is open to discussing an additional incentive linked to the delivery of the expansion programme.





## To apply

Potentially interested applicants are encouraged to contact our recruitment advisor for this role, David Stephens of Joining The Dots, for an informal and confidential discussion to discuss their interest and suitability for the role.

**David Stephens**

07739 457000

[david@jtdrecruitment.com](mailto:david@jtdrecruitment.com)

In order to be further considered for this vacancy, candidates are requested to send a CV and covering letter to [david@jtdrecruitment.com](mailto:david@jtdrecruitment.com) at the earliest opportunity because candidates will be considered as and when received.

The most suitable candidates will be invited to visit the School and meet the Headmaster and the incumbent COO at a time of mutual convenience. Any such candidates will be required to complete the School's Safer Recruitment application form in advance of visiting the School for interview.

It is currently envisaged that shortlisted candidates will be invited for interview in the week of Monday 14<sup>th</sup> September.

However, the school reserves the right to review applications as received and also to interview candidates and make an appointment at any stage, so early applications are strongly recommended.

Should suitable applications be received in advance of the closing date, the School reserves the right to short-list, conduct interviews and make an appointment earlier than the above closing date. Those interested in applying for the post are urged to submit their applications early.

This post is subject to an Enhanced DBS clearance and the receipt of satisfactory references before a formal job offer is confirmed. More House School is firmly committed to safeguarding and promoting the welfare of children and young people.



## To apply

### Interview Process

| Stage                                        | Date                                                                                                             |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| Confidential discussions and informal visits | Underway now, by arrangement with David Stephens                                                                 |
| Advertisement live                           | Week commencing: Monday 24 August 2026                                                                           |
| Closing date for applications                | 12 noon, Monday 7 September 2026                                                                                 |
| Shortlisting                                 | Monday 7 – Tuesday 8 September 2026                                                                              |
| First interviews                             | Week commencing: Monday 14 September 2026                                                                        |
| Final panel interviews                       | Week commencing: Monday 21 September 2026                                                                        |
| Offer                                        | By Friday 25 September 2026                                                                                      |
| Start date                                   | At the earliest date the successful candidate's notice period permits; this will be discussed at first interview |





# Our People Promise



## Wellbeing & Support

- Access to a confidential Employee Assistance Programme for personal and professional support.
- Free use of on-site fitness gym to support your health and wellbeing.



## Everyday Convenience & Value

- Free on-campus parking set within the School's beautiful grounds.
- Cycle to Work Scheme to support sustainable and healthy commuting.
- Access to high-street and lifestyle discounts, including teacher discounts and Blue Light Card-style savings, offering reduced prices on shopping, dining, travel, and entertainment.



## Great Food, On Us

- Award-winning complimentary meals provided during working hours in the School's refectory.



## Pension & Financial Security

- Membership of the NEST pension scheme, with employer contribution to support long-term financial wellbeing.



## Career Development & Training

- Ongoing professional development, specialist qualifications, and continuous learning supported through INSET days and training opportunities.



## Annual Leave

- 5 weeks paid annual leave in addition to public holidays.



# Safeguarding, Equality, and Data Protection

## Safeguarding Statement

This role is deemed to be one of working in regulated activity, meaning that the post-holder may expect to come into unsupervised contact with children and young people frequently in the discharge of their duties on-campus. As such, the expectations of conduct, required of all adults working at More House School, apply to this position, as does a full Safer-Recruitment vetting process of any appointee. A key responsibility of all adults working within the School is that of ensuring the effective safeguarding of all children and young people, through adherence to the School's policies; full-training is given.

This post is subject to an Enhanced DBS clearance and the receipt of satisfactory references before a formal job offer is confirmed.

## Equal Opportunities Statement

More House School is an equal-opportunities employer. We welcome applications from candidates of all genders and backgrounds. All appointments are made strictly on merit.

## GDPR and Data Protection Statement

By applying for this role, you agree that More House School may process your personal data for the purposes of recruitment and selection, in accordance with GDPR / UK GDPR. Information you provide will be used only for assessing your application, progressing the recruitment process, and carrying out any necessary pre-employment checks. Your data will be stored securely, accessed only by authorised staff, and retained in line with our data retention policy. You have the right to access, correct, or request deletion of your personal data at any time. Further details are available in our Privacy Notice.

