



The Malling School Recruitment Pack

ICT Network Manager



**The Malling School
Beech Road
East Malling
Kent
ME19 6DH**

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Letter from John Vennart – Headteacher

Dear applicant,

Thank you for expressing an interest in a position at The Malling School. I hope this letter, along with the other documentation you find in the application pack and on our website, will encourage you to make an application.

It was a real privilege to be appointed as the new Headteacher of The Malling School in September 2018. Students, parents and staff are extremely proud of our school and the work that we do. The Malling School is a happy and caring place for young people to learn. We have fantastic facilities and an extremely talented team who are fully committed to our students. All our staff have the highest aspirations for our students and encourage them to have the confidence to believe in themselves.

We are fully committed to developing our staff at The Malling School. We have a very open and supportive strategy to improve teaching and learning. All teaching staff have regular developmental learning walks every term. Strengths and areas to develop are discussed in termly one to one meetings with line managers. We have no formal observations or grading of lessons and invest our training time into the long-term progress of all our teachers. Our strategy to improve outcomes for our students is not through short term unsustainable Y11 intervention but through continuing to improve our daily practice in every classroom for every year group. We aim to make every lesson count by challenging our students, planning carefully for misconceptions and teaching to the top.

We have a strong behaviour for learning policy at our school. All staff receive regular informal behaviour for learning training to ensure we are consistent in our application of the policy. Students are very clear around our high expectations of behaviour and attitude in every classroom. The key to the success of the policy is the proactive targeting of poor work ethic and low-level disruption by every teacher. Students that slow down the pace of learning are transferred by our senior leaders. All transfers from lessons are monitored and escalating sanctions and support are put in place for students that receive repeated transfers. We have an excellent behaviour hub that has been created to ensure that consistent support and sanctions are applied across all houses.

The leadership team ensures that all our improvement strategies are clearly communicated to staff, effectively piloted, evaluated and well thought through. Our key principle when introducing any new initiative is to ensure that there is no unnecessary workload and that it has a high impact on student progress. Staff and student well-being are extremely important to us at The Malling School and are a major part of our School Improvement Plan.

Our key work over the next two years is to improve outcomes of our students continuing to ensure that our school is a happy and caring place for young people to learn.

Please take some time to look at our website and get a feel for the kind of school we are, as we believe that fitting in with our philosophy is essential for you to be happy working at our school.

Thank you for taking an interest in our school and I hope that I have the opportunity to meet you soon.

Yours sincerely



John Vennart
Headteacher

The Malling School

A mixed 11-19 co-educational High School of 900 pupils serving the historic market town of West Malling and surrounding villages. The school is set in pleasant rural surroundings and has its own lake and extensive grounds. It was completely re-built in September 2007 and therefore has outstanding facilities.

West Malling is close to the county town of Maidstone and has excellent rail links to London and Ashford International (for the Continent).

This is an exciting time to be joining the staff of The Malling School.

Our school is increasingly becoming the first choice school for parents. As a result we are currently oversubscribed. We have robust behavioural systems and Developmental Learning Walks, rather than formal observations. All of which allow a teacher to flourish and do what they do best – teach!

We provide a very supportive environment in which staff can further develop their skills and we ensure every new member of staff has access to a trained coach. With close teams of teachers and non-teachers working together we take a collaborative approach to school improvement and have a shared aim of providing the very best education for our pupils.

We offer an extensive and individualised training programme tailored around training needs identified by our staff. We encourage staff to take calculated risks in striving to be the very best and will never stifle innovation. Our philosophy is one where leaders are trusted to lead and teachers trusted to teach.

Extract from Safeguarding Policy

Introduction and Ethos

The Malling School is a community and all those directly connected (staff, governors, parents, families and pupils) have an essential role to play in making it safe and secure. The Malling School recognises our moral and statutory responsibility to safeguard and promote the welfare of all children with their best interests at the centre of our work.

The Malling School recognises the importance of providing an ethos and environment within school that will help children to feel safe, secure and respected; encourage them to talk openly; and enable them to feel confident that they will be listened to. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

Our school core safeguarding principles are:

- That schools are an important part of the wider safeguarding system for children.
- It is a whole school responsibility to safeguard and promote the welfare of children as its paramount concern
- All children (defined as those up to the age of 18) regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection
- All children have a right to be heard and to have their wishes and feelings taken into account
- All staff understand safe professional practice and adhere to our code of conduct and other associated policies
- All staff have a responsibility to recognise vulnerability in children and act on any concern in accordance with this guidance

There are four main elements to our safeguarding policy

- **Prevention** (e.g. positive, supportive, safe school culture, curriculum and pastoral opportunities for children, safer recruitment procedures);
- **Protection** (by following the agreed procedures, ensuring all staff are trained and supported to respond appropriately and sensitively to safeguarding concerns);
- **Support** (for all pupils, parents and staff, and where appropriate specific intervention for those who may be at risk of harm);
- **Working with parents and other agencies** (to ensure appropriate communications and actions are undertaken).

The procedures contained in this policy apply to all staff (including temporary staff and volunteers) and governors and are consistent with those of Kent Safeguarding Children Board (KSCB).

Job Description

Job Title: ICT Network Manager
Grade: Kent Range 10
Responsible to: Senior Deputy Headteacher

Purpose of the job

The ICT Network Manager will have overall responsibility for the strategic management and development of the Malling School network infrastructure, ensuring the safe and reliable running of all ICT systems, in order to maintain a high-quality service for staff and students.

The post holder will also be responsible for the management of all ICT outreach work with local Primary Schools.

KEY RESPONSIBILITIES:

Network Manager

- To strategically manage the development and maintenance of an efficient data and voice IT infrastructure, including the deployment of the School's ICT resources.
- To ensure The Malling School networks have a robust and reliable infrastructure which meets the current needs and known future requirements of the school.
- Providing 1st, 2nd and 3rd line support services to staff and pupils and ensuring an accurate incident log and reporting function is maintained.
- To work alongside the Business Manager to update the BCP for effective Disaster Recovery for networked services.
- Ensure network security by setting access levels for all users, supervising the daily back up of mission critical file servers and advising on all security issues relating to the network use.
- Monitor the use of ICT facilities in school, in particular email and Internet, advising school leadership of any breaches in security or acceptable use, assisting and potentially leading any necessary investigations of misuse.
- Facilitate and manage remote access to school networked services via Direct Access.
- Produce strategic project plans for major network developments/changes and advising on required resources/timescales.
- Lead major installations/changes to the network
- Manage the school's backup and virus protection policies and systems.
- Be responsible for the integrity of data ensuring it is stored in accordance with GDPR requirements.
- To lead and manage the IT team
- Manage and ensure optimal operation of physical and virtual servers using Windows Server and VMWare hypervisors.
- To oversee the management, usage and development of the Office 365 infrastructure including Azure ADD Connect, Office 365, SharePoint and other cloud based Microsoft services.

- Manage and ensure optimal operation of all network hardware and equipment, including routers, switches, hubs, UPSs etc.
- Establish and maintain regular written and in-person communications with the organisation's, decision-makers, stakeholders, department heads, and end users regarding pertinent network activities.
- To report to the senior leadership team as and when required.
- Responsible for all IT requirements for the school's annual open evening, with attendance at the event.
- Responsible for ensure IT Support is available as and when required at after school events and presentation evenings.
- Integrate existing resources with new technologies to aid teaching and learning and parental engagement

Other areas of responsibility

- To undertake any activity reasonably requested by the Headteachers at TMS within the level of the post holders expertise

Health & Safety

- Implement relevant precautions and routines to ensure the effective management of ICT issues relating to health and safety.
- To promote and comply with the school's policies on Equal Opportunities and Health and Safety both in the delivery of services and the treatment of others

Safeguarding

The Malling School is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by The Malling School. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

This job description reflects the policies agreed by the Governors. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time. This job description will be reviewed regularly and is an integral part of the appraisal and line management process.

Person Specification

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

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Essential Requirements

Qualifications

- Recognised computer or network management qualification at NVQ Level 3 or equivalent experience.
- Level 2 or equivalent qualification in English and Mathematics

Experience

- Proven experience of installing and managing a diverse range of Microsoft technologies including desktop and server operating systems.
- Proven experience of VMWare and Microsoft hypervisors.
- Proven experience of managing a medium or large network and undertaking complex networking tasks.
- Proven experience of using, supporting, developing and training staff on Microsoft Office 365 environments, including; SharePoint and Microsoft Teams.
- Proven experience of managing budgets.

Skills and Abilities

- Good communication skills for offering information, advice and guidance on complex ICT issues, such as software compatibility and negotiating with suppliers.
- Proven knowledge of network and desktop operating systems.
- VMware and Microsoft Virtualisation experience, including servers, storage and backups.
- Highly adaptable problem-solver.
- Proven experience of managing multiple VLAN configurations across wired and wireless networks.
- Ability to plan, resource, manage and support ICT developments.
- Ability to relate well to young people and to understand their needs.
- Effective people management skills
- Good time management and organisational skills
- Good all-round experience with filtered web access, data storage, email services, networked printing, backups, and various software packages used within learning and development.

- Proven knowledge and experience of Network/IP services such as DHCP, DNS, LDAP, wireless, and VPN's.
- Windows systems management, software, services and deployment.
- Active Directory infrastructure set up experience.
- Knowledge of Firewalls, filtering and safeguarding within a large user environment.

Desirable Requirements

- Microsoft MCP, MCSE or MCSE qualification in Windows Other relevant computing or network management qualifications, such as Comptia Server +, Comptia Network +, Cisco CCNA.
- Knowledge of school MIS systems.
- Experience of line managing a team.

The Application Process

For this role it is preferred that candidates complete an application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible. However, CVs will be accepted and if the candidate is shortlisted they will be required to complete an application form before the interview.

All completed application forms must be submitted via the Online Job Board website or sent either electronically to HR@themallingschool.kent.sch.uk or by post to the following address:

HR Team
The Malling School
Beech Road
East Malling
Kent
ME19 6DH

The Shortlisting and Interview Process

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form.

After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within four weeks of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Photo ID

Conditional Offer

Any offer of employment will be conditional upon the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check
- Satisfactory completion of a Health Assessment
- Satisfactory completion of six month probation period (where relevant)
- Satisfactory checks, as may be required in accordance with statutory guidance, if you have worked or been resident overseas in the previous five years.

Retention of information

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.