

Harbertonford C of E Primary School



Nursery Admissions Policy

January 2024 – August 2025

As an academy, the Trust is the admission authority and has responsibility for setting these admission arrangements and for making decisions regarding admissions applications. These schools set their own oversubscription criteria.

1. The Ethos of Harbertonford C of E School

Our Ethos - we ask parents to respect our ethos and its importance to the school community. This does not affect the right of all parents to apply and be considered for a place here.

As a Multi Academy Trust we want to be nationally recognised for putting our pupils first by:

- Delivering educational excellence underpinned by strong moral values
- Each learner exceeding their aspirations in a quality learning environment
- Highly motivated, research-led, passionate teaching
- · Schools being at the heart of and an integral part of their community
- Being a partner of choice

Our mission is to deliver the best for our children, families and communities through

- Innovative approaches to learning
- The development of partnership and collaborative working to create a cuttingedge approach
- An uncompromising approach to health, safety, nurturing and inclusion We will achieve this by investment in:
- High quality provision for staff and their pathways to success
- School environments that provide stimulating learning spaces
- Strong business planning to maximise the Trust's geographical range and collective expertise

Every Academy within our Trust has considered exactly what they offer their pupils and this has been summarised as:

Small Schools, Big Opportunities

- Unforgettable experiences- setting the foundations for life
 - No ceiling, the highest possible achievement for all
 - Individuality valued, collaboration not competition
 - People matter, every interaction, every moment

The Church Schools within the Link Academy Trust aim to provide an education with four key elements which are at the heart of all that we are, enriched by our Christian traditions; Wisdom, Hope, Community and Dignity.

Our learners will be given opportunities to become independent, collaborative, creative learners who have the confidence to seek wisdom and nurture a love of learning. Our small schools provide big opportunities to broaden learners' horizons and prepare them for the fullness of life, through hope, aspiration and our core Christian values.

We focus on relationships and learning to live well in a wider community that can flourish together. Central to children's learning is respecting the worth, dignity and preciousness of each person in a safe and inclusive environment within the sight and love of God.

2. Early Years Funding

- **2.1.** Parents can check to find out what funding they are entitled to receive through the governments Childcare Choices website.
- **2.2.** If your child is two you should also use the checker to see if you can get a funded place use the checker to see if you can get a funded place for your two-year-old before you make an application.

- **2.3.** If a parent is eligible for both the **targeted 2-year-old funding for working parents** from April 2023 and the **2-year-old funding** school will claim two-year-old funding and parents will remain eligible for this funding even if their circumstances change.
- **2.4.** We expect to admit children that will be using their Early Years Funding as well as children whose parents are buying additional hours and those that are both funded and buying hours.
- **2.5.** There may be some children who are only attending for bought hours and some that only attend for funded hours.
- **2.6.** The maximum amount of funded time that can be taken in a day is 10 hours; parents cannot use more than two sites for funded early years places in one day.

3. Admissions to the nursery

Harbertonford C of E school admits:

- Eligible two-year-olds funded from the start of the funding period following their second birthday. [Maximum of four 2 year olds in any one session]
- Eligible three-year olds that meet the criteria for two-year-old funding
- Non-funded two-year-olds from the start of the term following their second birthday. [Maximum of four 2 year olds in any one session]
- Non-funded two-year-olds as rising three-year-olds at the start of the term in which they have their third birthday.
- Early Years funded three- and four-year-olds from the start of the funding period following their third birthday.
- Non-funded three- and four-year-olds from the start of term following their third birthday.

4. Points of Admission to nursery

- **4.1.** Generally, children will start at nursery/ at the beginning of a term. Eligibility for the Early Years Funding for two-year-olds is from the start of the funding period following a child's second birthday and eligibility for all three-years-olds to receive the Early Years Funding is at the start of the funding period following their third birthday.
- **4.2.** This funding will be paid up until the time when the child reaches compulsory school age if the parent chooses to defer or delay entry into school.

If a child is born between:	Funding can be claimed from:
1 January and 31 March	1 April following the child's birthday
1 April and 31 August	1 September following the child's birthday
1 September and 31 December	1 January following the child's birthday

4.3. There is a legal requirement that all children begin **full time education** by the beginning of the term following their **fifth** birthday. All places offered in reception are for **full-time admission** in the September following the **fourth** birthday. This is a legal requirement on schools but not on parents who retain a right to defer admission or send their child part time.

5. Patterns of attendance available

- **5.1.** Our school makes an **offer** for the **universal** 570-hour (15 hours) funding entitlement and the 1140 hour extended entitlement (30 hours) funding of:
 - Morning sessions of 9.00am to 12.00pm and
 - Afternoon sessions of 12.00pm to 3.00pm and
 - All day sessions of 9.00am to 3.00pm during term time only.
- **5.2.** The school has signed the <u>Provider Agreement</u> and is compliant with the requirements for funded hours.

6. Extended Hours

- 6.1. Families with three- and four-year-olds that have an 11-digit code because they are working and eligible for the 30-hour **extended entitlement** can have up to 1140 hours **stretched across a year** or 30 hours a week over 38 weeks of the year. NB: some families may choose to attend more than one provider and want to stretch the entitlement across the year in one provision and take some funded sessions during term time in another.
- 6.2. Many working families with two-year-olds will get **570 funded hours from April 2024**; this increases to 1140 funded hours from September 2024 so is the same as the extended entitlement for three- and four-year-olds.
- **6.3.** We are unable to offer a longer day for nursery children.
- **6.4.** If parents want to buy additional hours on top of the 15 funded hours or the 30-hour extended entitlement, they can do this during most of our opening times. We sell 3-hour/ and will consider selling single hours at £4.40 per hour for 3 & 4 year olds, or £4.58 for 2 year olds. A 3 hour session is charged at £13.20 for 3 & 4 year olds or £13.75 for 2 year olds.
- **6.5.** The table below sets out the session times that you can choose. When applying for a place please use the Registration form at appendix one and tell us what sessions you need

We only consider requests for sessions AFTER the oversubscription criteria have been applied.

Session choices	Hours	Funded/bought hours
9.00am – 12.00pm	3	As part of the Early Years Education Funding or bought.
12.00pm – 3.00pm	3	As part of the Early Years Education Funding or bought.
9.00am – 3.00pm	6	As part of the Early Years Education Funding or bought.

6.6. These are the sessions that you can choose. We claim funding on this basis. If you decide to collect your child early or drop them off later, you must tell us. By doing this you will either lose out on some of your funded entitlement hours or be paying for time that you have chosen not to take.

7. Charging

- **7.1.** There is no charge for applying for a place, for admission or for the provision of the funded entitlements. We will not request donations before or during the admissions process and any donations made to the school following admission are entirely voluntary. No bought activities are compulsory.
- **7.2.** The school must comply with Devon County Councils <u>Provider Agreement</u>.
- **7.3.** Details about buying additional sessions/hours in the nursery are set out in the Trust's **Charging and Remissions Policy** which is available on the school website.
- **7.4.** We are unable to refund fees for sessions not taken due to illness, absence, holidays or where the Preschool is forced to close due to circumstances beyond our control.
- 7.5. If a child's place is no longer required at the Preschool, (apart from at normal expected entry into primary/secondary school) then we ask that a minimum of four weeks' notice is given otherwise regular booked sessions will need to be paid for. This includes funded sessions. If you move to another provider without giving 4 weeks' notice, you will forfeit 4 weeks of entitlement funding and you will need to pay for your child to attend another provider as Harbertonford Nursery will claim the 4 weeks funding in lieu of 4 weeks' notice.

8. Help with the cost of childcare

- **8.1.** Our school accepts childcare vouchers.
- **8.2.** Our school is registered for tax free childcare.
- **8.3.** Find the right offer for you on Childcare Choices.

9. School Lunches

- **9.1.** Free school meals (FSM) must be provided for children (whose parents meet the eligibility criteria) and if their child attends **both** before and after the lunch time period. This generally means an all-day session. A free school meal will be provided whether the child is attending for funded or bought time and regardless of their age. Parents must check eligibility through the <u>Citizens Portal</u>.
- **9.2.** Children who do not meet the eligibility criteria for free school meals in our nursery are offered the opportunity to either buy a school lunch or bring a packed lunch.

10. Visiting

10.1. We welcome visits from parents and children who are considering applying for a place here. This is an opportunity for you to see what we have to offer. Visits are not a compulsory part of the admissions process and will not affect decisions on whether a place can be offered at our nursery. If you would like to visit

- Harbertonford C of E Primary School Nursery, you should contact the school to make an appointment. Our Administrator is contactable on 01803 732352.
- **10.2.** Taster sessions are available upon request.
- **10.3.** Most children will start at the nursery at the start of the term. Other children join us at other times. This may be because they are new to the area or would like to transfer from another early year's provider. However, if we have places available and an application is submitted, we will offer a place.
- **10.4.** To apply for a place here you must use the registration form at Appendix one.
- **10.5.** Places are not allocated to a child automatically, even where:
 - there is an older sibling attending the school.
 - a child attends a particular toddler group or Children's Centre attached to the school.
 - a parent has expressed an interest at any time in the school; or
 - the child has always lived close to the school.
- **10.6.** No places will be held in reserve for a child who applies late; the school cannot hold places empty if another child applies for admission. We will publicise the need to apply on our website but the responsibility for making an application will be with you as the parent.

11. How to apply for a nursery place

- 11.1. Parents must complete the Registration form at Appendix one and return it to the school.
- 11.2. The closing dates for applications for the nursery intake are 1 April, 1 July and 1 January. You can apply after these dates, but your application may not be considered until after all the applications that were on time. If you couldn't apply before because, for instance, you moved to this area, you should make sure that you inform the school. If the reason for applying after the closing date is accepted, your application will be considered at the same time as everyone who did apply on time if this is still possible.

12. Information provided in an application

- **12.1.** We would like all applications to be fully and honestly completed. It is important that where we offer places to some and refuse others we do so fairly and consistently. Where we have reason to believe that information is false and has been provided knowingly, we may withdraw the offer of a place. This is particularly relevant where an address is given which is not the one from which a child will actually attend nursery, and this disadvantages another child.
- **12.2. Before making an application** parents need to have checked their eligibility for 2-year-old funding here and the extended entitlement funding (15 and 30 hours) here; evidence of eligibility will be checked before an offer of a place is made.
- **12.3.** Parents with three- and four-year-olds should check to see if they are eligible for Early Years Pupil Premium funding before making an application by completing this form Early Years Pupil Premium Application Form.

- **12.4.** If you know or believe that your child's address will change before admission, you must inform the school as this may affect your application.
- **12.5.** You will be asked to provide **date of birth evidence** so we can check your child's age.

13. What happens next

- **13.1.** If there are fewer applications than places, then no application will be refused. Only if there are more applications than there are places available will the Admissions Committee prioritise applications according to the oversubscription criteria.
- **13.2.** The applications will be listed in order of priority. We do not consider the sessions requested when prioritising the applications.
- **13.3.** We will endeavour to give the hours requested on the Parent Registration Form. It is inevitable, however, that some parents who have been prioritised will not get the hours they have requested. In these instances, we will offer times (days/hours/weeks) that fall closest to the hours requested.
- **13.4.** By 1 May, 1 October, and 1 February we will contact successful parents to welcome them to the nursery/ and to make arrangements for admission itself. You will also be contacted if we do not have a place available so that you can apply to another provider.

14. Overview of the Admissions Process

Visit the nursery in:	Spring term	Summer term	Autumn term	
Apply by:	1 May	1 September	1 January	
Admissions panel meet in:	May	September	January	
Receive a letter about your application before:	May half term	October half term	February half term	
Reply to the letter	Reply to the letter within 2 weeks to accept a place (or ask why you did not get a place). You can telephone, email or write to the school	Reply to the letter within 2 weeks to accept a place (or ask why you did not get a place). You can telephone, email or write to the school	Reply to the letter within 2 weeks to accept a place (or ask why you did not get a place). You can telephone, email or write to the school	
Start at Nursery (or at the start of term closest to that month)	September Autumn Term	January Spring term	April Summer term	

15. Published Nursery Admissions Number (PNAN)

- 15.1. This is the number of places we intend to make available for our normal nursery intake. Once we set this number, we will not refuse admission for applications below the PNAN. If there is unexpectedly high demand and we believe we could admit more children, we inform Devon County Council's Early Years and Childcare Team and either some children will be admitted above the PNAN or we will increase the PNAN. The number of children that can be admitted will depend on their age, the amount of floor space we have and whether additional staff will be required.
- **15.2.** The Admissions Committee also factors in the local demand for places. If there is a change to the PNAN part way through the year this will be published.
- **15.3.** If there is an increase in the demand for places the Admissions Committee may decide to increase the PNAN to accommodate children on the waiting list and conversely reduce the PNAN if there is a very low demand.
- **15.4.** The table below sets out our Published Nursery Admissions Number (PNAN)

The maximum number of 3 and 4 year old children (this includes rising 3 year olds) that will be admitted at any one time: ratio is 1:8	16	18	20	22	24
The maximum number of 2 year old children that will be admitted at any one time: ratio 1:4	4	3	2	1	0
The maximum number of 2,3 and 4 year old children that will be admitted at any one time:	20	21	22	23	24

15.5. Where the number of applications exceeds the number of places available the Admissions Committee will use the following oversubscription criteria to prioritise applications for both funded and bought hours:

NURSERY ADMISSIONS OVERSUBSCRIPTION CRITERIA

January 1, 2024 – August 31, 2025

To be used only when the number of applications exceeds the number of sessions available in the nursery.

OVERSUBSCRIPTION CRITERIA FOR TWO YEAR OLDS

A child with an Education, Health, and Care Plan (EHCP) naming the school or nursery will be admitted^[6].

- 1. Looked after Children^[7] and children who were previously Looked After but immediately after being Looked After became subject to an adoption order, a child arrangements order (CAO), or a special guardianship order (SGO)^[8] including those who were in state care outside of England and ceased to be in state care because they were adopted.
- 2. Priority will next be given to children or parents with an exceptional medical or social need^[9] to attend this nursery.
- 3. Priority will next be given to children who live in the **designated area** and are eligible for **two-year-old funding** and **Early Years Pupil Premium and /or Disability Access Funding** (from April 2024).

- Priority will next be given to children who live in the designated area and are eligible for two-year-old funding^[11]
- 5. Priority will next be given to children who live within the school's **designated area** and whose parents are working and **eligible for targeted two-year-old funding for working parents** [the extended entitlement of 15 hours from April 2024 or 30 hours from September 2025] and **Early Years Pupil Premium and/or Disability Access Funding**.
- Priority will next be given to children who live within the school's designated area and whose parents are working and eligible for targeted two-year-old funding for working parents [the extended entitlement of 15 hours from April 2024 or 30 hours from September 2025].
- 7. Priority will next be given to children who live in the school's **designated area** who have a **sibling** at the school or nursery.
- 8. Priority will next be given to all other children who live in the school's designated area.
- 9. Priority will next be given to children who live **outside** the school's designated area who have a sibling at the school or nursery and are **eligible for two-year-old funding and Early Years Pupil Premium and /or Disability Access Funding**.
- **10.** Priority will next be given to children who live **outside** the school's designated area who have a sibling at the school or nursery and are **eligible for two-year-old funding.**
- 11. Priority will next be given to children who live **outside** the school's designated area who have a **sibling** at the school or nursery and are eligible for **targeted two-year-old funding for working parents and Early Years Pupil Premium and/or Disability Access Funding.**
- 12. Priority will next be given to children who live **outside** the school's designated area who have a **sibling** at the school or nursery and are eligible for **targeted two-year-old funding for working parents.**
- 13. Priority will next be given to all other children who live **outside** the school's designated area who have a sibling at the school or nursery.
- 14. Priority will next be given to the children of **members of staff** who have been employed at this school for at least two years or who were recruited within the last two years to fill a vacancy for which there is a skills shortage.
- 15. Other children.
- 61 These children meet the eligibility criteria for two-year-old funding.
- These children are Looked After by or provided with accommodation in the exercise of its functions (see the Children act 1989 section 22 (1)) by a Local Authority.
- 18 These children meet the eligibility criteria for two-year-old funding and for Early Years Pupil Premium
- [9] Evidence from a medical specialist or social worker must be provided.
- [10] Parents must be encouraged to check their eligibility through the <u>Citizens Portal</u> before making an application.
- Parents must be encouraged to check their eligibility through the <u>Citizens Portal</u> before making an application.

OVERSUBSCRIPTION CRITERIA FOR THREE- AND FOUR-YEAR OLDS

A child with an Education, Health, and Care Plan (EHCP) naming the school or nursery will be admitted^[12].

- 1. Looked after Children^[13] and children who were previously Looked After but immediately after being Looked After became subject to an adoption order, a child arrangements order (CAO), or a special guardianship order (SGO)^[14] including those who were in state care outside of England and ceased to be in state care because they were adopted.
- 2. Priority will next be given to children or parents with an exceptional medical or social need^[15] to attend this nursery.

- 3. Priority will next be given to children who live in the **designated area** and are eligible for **two-year-old funding**^[16] (and Early Years Pupil Premium and/or Disability Access Funding from April 2024).
- 4. Priority will next be given to other children who live in the school's **designated area** who are eligible for **Early Years Pupil Premium and/or Disability Access Funding**.
- 5. Priority will next be given to children who live within the school's **designated area** and whose parents are working and **eligible for the extended entitlement** of 15 hours from April 2024 or 30 hours from September 2025.
- 6. Priority will next be given to children who live in the school's **designated area** who have a **sibling** at the school or nursery.
- 7. Priority will next be given to all other children who live in the school's designated area.
- 8. Priority will next be given to children who live **outside** of the school's designated area with a **sibling** at the school.
- 9. Priority will next be given to children who live **outside** the school's designated area who are three years old and **eligible for two-year-old funding and Early Years Pupil Premium and/or Disability Access Funding** (from April 2024).
- 10. Priority will next be given to the children of **members of staff** who have been employed at this school for at least two years or who were recruited within the last two years to fill a vacancy for which there is a skills shortage.
- 11. Other children.
- These children meet the eligibility criteria for two-year-old funding.
- These children are Looked After by or provided with accommodation in the exercise of its functions (see the Children act 1989 section 22 (1)) by a Local Authority.
- 14 These children meet the eligibility criteria for two-year-old funding and for Early Years Pupil Premium
- [15] Evidence from a medical specialist or social worker must be provided.
- [16] Parents must be encouraged to check their eligibility through the <u>Citizens Portal</u> before making an application.

16. Waiting lists

- **16.1.** Following the allocation of nursery places the school will retain a waiting list. Waiting lists will be kept in order of the oversubscription criteria. Places on lists will not be prioritised according to how long a child's name has been on that list or by the age of the child or by whether the sessions are funded or bought. It is possible that a child's name could go down on a list as well as up.
- **16.2.** If a place is only available for a short period of time, i.e., half a term or less, then the school will discuss with the parent whether it would be in the child's best interest to attend the nursery for such a short period of time before having to find a place at another provider. Continuity and consistency of care is most important in the early years and having lots of transitions can be disruptive for a child.
- **16.3.** Parents with children that are not due to start within the next two terms, will be asked to complete a **Note of Interest for a Nursery Place** form at Appendix two and told when they should apply.

17. Increasing the hours attended

17.1. If there are parents of children that already attend the nursery who want to either take up additional funded hours and/or buy extra hours a list of those parents will be made, and the oversubscription criteria will be applied to determine who should be given priority for the available session/s.

- **17.2.** The Admissions Committee should work their way down this prioritised list until everyone has been offered the sessions available.
- **17.3.** If there are unfilled sessions remaining after those in attendance have been given the sessions those sessions will be offered to children on the prioritised waiting list.

18. Admissions appeals

If a nursery place is refused, parents can go through the Trust's complaints process, which is available via the Complaints policy on our website to express their concerns. The Admissions Committee will review the decision and decide whether the refusal was justified on the grounds that the nursery is full. Even if it is agreed that the nursery was full, it will also consider the impact on the child and family and may still award a place at the nursery if there is both the physical space and sufficient staff available.

19. Transport

No transport is available for nursery children.

20. Uniform

Children attending Harbertonford C of E Primary School Nursery are not expected to wear a uniform.

21. Claiming the Early Years Funding

- **21.1.** The Early Years Funding can be taken at more than one provider; parents cannot use providers on more than two sites in one day. The provider claims the funding on your behalf based on the sessions that have been booked.
- **21.2.** It is important that both the school and parent can see what time is funded and what time is being bought.
- **21.3.** Parents must not claim more than the 570 or 1140-hour entitlement, checks are carried out to ensure that over claims are not made.

22. Changes to attendance

- **22.1.** Changes to the times when a child is attending will generally only be agreed to take effect from the start of a term. The oversubscription criteria will be applied to both a) and b) below to determine within each group which children should be given priority for the unfilled places.
 - a) Parents whose children already attend the nursery to increase or change the times their child attends.
 - b) **New applications** from parents whose children do not yet attend the nursery and are on the prioritised waiting List.
- **22.2.** It is expected that parents will ensure that their child attends at the times agreed so that children can establish a good routine and be ready to start school.

23. Induction and transition arrangements

To support successful induction, we encourage a phased start. Parents are requested to stay with their child for part of session 1 for information sharing. If a child transfers from another setting, we will contact them for their records. Within the first few weeks, parents will be informed who their child/rens key worker is and parents of 2 year olds will be invited in to discuss compulsory 2-year checks.

24. Contacts and further information

Academy Head	Anne Burns
E-mail:	adminharbertonford@thelink.academy
Telephone:	01803 732352
Website:	http://www.harbertonford.thelink.academy/website
Social media:	https://www.facebook.com/harbertonfordprimary/
	https://www.instagram.com/harbertonfordprimaryschool

Appendix One

Application for a place at Harbertonford Nursery

To apply for a place please complete all of the following forms.

- Return all forms to the school office along with your child's birth certificate as we are required to certify your child's date of birth
- Please ensure that you include at least 3 contact details for responsible adults in case of emergency.

I wish to apply for a place in Harbertonford Nursery.

Child's Name:	
Date of birth:	
Address:	
(inc postcode)	

Please indicate preferred sessions.

М	on	Tu	es	We	eds	Th	urs	F	ri
AM	PM	AM	PM	AM	PM	AM	PM	AM	PM

PLEASE INDICATE	VOLIR PREFERRED	START DATE	
FLLAJL INDICATL	. I OON FINLI LINNLD	31AN1 DA1L	

Lunchtime is included in the afternoon sessions, please provide a packed lunch or book and pay for school dinners on the day required. (School dinners must be paid for at the start of the session, thank you).

Additional Information

Is there anyone who has restricted access to your child? If yes please give details.

Is there anything further that you would like to share, confidentially with us? If yes, please just write yes, and we can talk to you further at a mutually convenient time.

Please complete one of the following statements

1 If your child is claiming a maximum of 15 hours per week, over a minimum of 3 days.

I confirm that my child will access Hours per week over days. I confirm that my child does not access a free place with another Devon provider or with a provider in another local authority.

2 If your child id claiming the free entitlement with more than one provider. The total claim must not exceed 15 hours per week.

I confirm that my child will access	Hours per week with	Harbertonford nurse	ery and he/she is
also accessinghours per week with			

Name of other provider	
Address of other provider	
Postcode	

I give permission for Harbertonford nursery to share my child's Individual Learning Plan with the above setting. I understand the settings my child attends may share information to support my child's learning and development.

I understand that if I have given any false information on this form, I may be asked to reimburse the provider. I understand that checks on the system will be made and that I am required to give my provider a copy of my child's birth certificate as proof of his/her date of birth.

Signed:	
Print Name:	
Date	

Appendix Two

Note of Interest for a Nursery Place

You can complete this form if your child is not yet old enough for you to make a nursery application.

We will send the Registration Form via email when you need to apply.

Please check on the <u>Citizens Portal</u> to see if you are eligible for two-year-old funding and a nursery free school meal.¹ Also, <u>check your eligibility</u> for funding if you are working as this will be needed when completing the application form.

Childs Details
First name:
Last name:
Last name:
Date of birth:
Siblings Name/s (brothers and sisters who came to this school)
First name:
Last name:
Date of birth:
First name:
Last name:
Date of birth:
First name:
Last name:
Date of birth:

¹ If your circumstances change you must recheck your eligibility.

Parent/Guardians Details
First name:
Last name:
Address:
Phone Number:
Email Address:
Relationship to the child:

Privacy and Data Protection

Your personal data is being used by us because you have showed an interest in applying for a place in our school nursery when your child is old enough. We undertake to ensure your personal data will only be used in accordance with our privacy notice which can be accessed via the school website. Please confirm that you give your consent to the School using your personal data as outlined in our privacy notice, by signing below.

Applicant's signature:	
Date:	

You have the right to withdraw your consent at any time. Should you wish to withdraw consent, please contact the school administrator on 01803 732352 or administrator or administrator

If you wish to exercise any of your rights under the General Data Protection Regulation, please contact the schools Data Protection Officer, Susan Stansfield, at DPO@thelink.academy