

The Emmbrook School



Learning Together, Succeeding Together

Information for Prospective Candidates

For 2022-23 Academic Year

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Headteacher's Welcome

Welcome to The Emmbrook School.

It is my sincere pleasure to introduce you to our flourishing community. The Emmbrook is a fantastic school and a wonderful place to work and build a career. Schools are only as good as their staff and I am certainly privileged to work alongside such talented, compassionate and utterly dedicated colleagues. We are ambitious for every student, conscious that success is different for each individual.

I joined this school in September 2005, initially as a head of department. Prior to becoming headteacher in June 2019, I was fortunate to have held numerous roles across this school at each level of middle and senior leadership. Staying in the same school for nearly 20 years is testament to how much I have enjoyed my time here; truly there is something very special at the heart of this extended family that is tangible (even if it is hard to define!). As a school we value our staff and their unique contribution while creating outstanding opportunities for professional development. This is a school where staff are trusted.

Our mission is to provide all of the young people in our care with high quality learning and exciting experiences. Academic success is crucial, which is why we work in partnership with students and parents to provide a personalised learning journey for all. Every bit as important as securing high quality qualifications is developing the character and resilience that will stay with our students for life. I am truly inspired by the achievements of our students.

This is a very exciting time for The Emmbrook. There is so much that is great; our warm, caring school ethos, our never-ending pursuit of academic excellence, our high standards of personal conduct and our broad, rich curriculum. We are a popular and growing school that will be oversubscribed with waiting lists and, together, we have the energy to continue our journey of improvement.

My role is to create the optimal conditions for staff to be able to do their jobs brilliantly; to train, develop and broaden their experiences so we can equip our students for the opportunities and challenges that await.

I hope that you are excited to learn more about us and I look forward to meeting you in the near future.

With very best wishes,

Nick McSweeney
Headteacher



Our Context

Location

Wokingham is a small historic market town with a population approaching 50,000. The town is in Berkshire, approximately 10 miles east of Reading and 40 miles west of London. Wokingham is growing, in large part due to the growth of technology firms across the Thames Valley and its strong transport links (M3/M4 motorways and commuter services to London Waterloo and London Paddington via Reading).

School Background

The Emmbrook was founded in 1964. Today we are an 11-18 comprehensive school with 1,200 students including 120 in the Sixth Form. The site has some buildings dating back to our founding while other facilities are more recent additions. We are about to embark on a series of new building works to accommodate our rising numbers.

Catchment and Intake

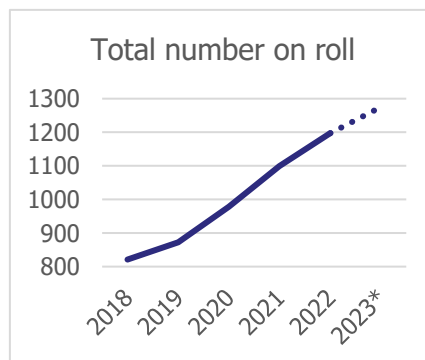
The school is located in Emmbrook (sometimes referred to as Emmbrook Village) a suburb of Wokingham and draws many students from the immediate area. In addition, students from across the borough attend via school buses.

The number of students attending has grown significantly over the last five years. Since 2021 we have admitted 240 students (30 more than our pupil admission number) and we will do so again in September 2023.

Historically, our intake achieves KS2 results that are broadly in-line with the national average.

The largest ethnic group is white British (around 66% of students); the school is becoming more diverse over time. The proportion of students with SEND or in receipt of pupil premium is below the national average.

**September 2023 number on roll is an estimate based on current Yr7 and Yr12 applications*



Governance

The Emmbrook is an academy within a local multi-academy trust, The Circle Trust. This trust comprises two secondary schools, one primary, three infants and two junior schools all serving the young people of Wokingham and the surrounding area. Within the Trust each school is given the autonomy and freedom to maintain their own ethos and identity while working as a collaborative community.



Success for All

Motto Our motto 'learning together, succeeding together' highlights that we create success through cooperation. It is our commitment to success for every student that drives us.

FAIR Values We have four values that form the foundation of our actions. Together, the first letter of these four values form the word 'fair' – this is our guiding principle; we act with fairness at all times.

Family	Ambition	Integrity	Respect
We support each other in everything that we do.	We are determined to achieve excellence.	We are always honest and do the right thing.	We treat everyone and everything with care.

Curriculum We are committed to providing a curriculum that is broad, balanced, challenging and fosters a love of learning. The curriculum is designed to: build on students' prior learning, provide engaging and high quality learning experiences, and promote aspirational performance and progress for all its students.

Each subject area has its own clear statement of curriculum intent, designed to reflect the school's values and vision. In 2021, we are working to broaden the diversity of our curriculum so that all students can experience positive representation.

- In KS3, students follow the full breadth of the national curriculum to build a strong foundation of knowledge and skills for KS4.
- In KS4, students have a large degree of freedom to choose subjects that reflect their talents, interests and future aspirations. There is a wide range of GCSE subjects with vocational choices available and students can select four option subjects.
- In Sixth Form, we offer a traditional A-level pathway to university, degree apprenticeship, college or work.

Academic Excellence Our students achieve academic excellence at GCSE and A-level. Our most able students out-perform their peers nationally and we support students to take up places at top universities, including Oxbridge.

We take great pride in the achievements of all our students at all levels and we recognise that every single member of staff makes a vital contribution to this success.



Committed to Our Staff

Resources	<p>All staff have an Office 365 account as well as specialist software and equipment as required. Teaching staff are provided with laptops.</p> <p>Teachers generally have their own classroom. In addition to the main staffroom, each building has its own staffroom, which provides a workspace, opportunities for collaborative working and a social area. Support staff have dedicated space to allow them to work effectively.</p>
Career Development	<p>Staff are supported to develop as professionals through an annual appraisal programme. We create opportunities for colleagues to acquire new skills and have wider experiences in a variety of ways, including annual TLR3 whole-school projects and bespoke Trust CPD programmes.</p>
Staff Wellbeing	<p>We are committed to promoting the highest levels of staff wellbeing. We do this through effective two-way communication, working with staff to manage workloads and actively promoting good wellbeing.</p> <p>We create opportunities for social interaction, have a Staff Hub for mindfulness, promote wellbeing activities and provide mental health first aid.</p>
Training and CPD	<p>We are committed to supporting the development of staff through continuing professional development. This ranges from ongoing frequent 'Sharing Good Practice' advice to external training provision for teachers and support staff. All staff are members of the National College.</p> <p>For new colleagues there is a full induction programme and our ECTs are supported throughout their induction programme by a mentor.</p>
Behaviour	<p>Students and staff form positive working relationships and as a result conduct across the school is very good. The school has a calm and purposeful atmosphere.</p> <p>We promote outstanding conduct through our school values, with a clear Behaviour Policy and effective management protocols. On the rare occasions when students do not meet our high expectations they can be taken from the lesson to the Reflection Room where they will complete their work and receive behaviour intervention.</p> <p>Student Support provides longer-term intervention to help all students to be able to engage positively with school and their learning.</p>
Staff Handbook	<p>Each year an updated Staff Handbook is produced. This contains detailed information on the operation of the school. We have a SharePoint site where training, resources and information can be shared and accessed.</p>



School Life

Organisation The Leadership Team is comprised of the Headteacher, Senior Deputy Headteacher, Deputy Headteacher, School Business Manager and five Assistant Headteachers.

The teaching staff are structured within subject-based departments that have their own teaching rooms and resources.

Support staff work within teams: Teaching & Learning Assistants, SEN & EAL, Student Support, Pastoral & Attendance, Inclusion, Technicians, Cover, IT Support, Site, Data, Exams, Finance and Administration.

The School Day We operate a two week timetable. Registration begins at 8.25am and the day finishes at 2.55pm. There are five one hour lessons each day with a 20 minute morning break and 25 minute lunchtime.

House System The house system has been an integral part of the school since our inception. It aims to provide an even greater sense of community, competition and a range of opportunities for students to get involved in school life and try new skills.

We have four houses: Jupiter (yellow), Mercury (red), Saturn (green) and Venus (blue). Every student in the school is identified within their house through their school ties which has a coloured stripe.

Throughout the year there is a programme of inter-house competitions (including sports, academic, artistic and crafts events) which culminates with sports day in July. Students earn house points through the year.

Clubs and Trips We offer a wide range of clubs to enrich the experience of our students. This includes music (orchestra, bands and choirs), PE (individual and team sports), academic subjects (such as science) and hobbies/interests (for example retro-gaming or crochet).

There is a well-established School Council and prefect system, both of which support student voice and provide students with opportunities to contribute to the development of the school.

Students from all year groups have the opportunity to go on trips, ranging from day trips to local sites of interest, through to significant residential trips abroad (in recent years to Borneo, USA and China).

PTA We are fortunate to be supported by a very proactive PTA. Each year they raise thousands of pounds. This money is used by departments to purchase additional "nice to have" resources.



Quotes

- *Pupils' behaviour is good in lessons and around the school. Pupils are respectful towards adults and work cooperatively with peers*

Ofsted, March 2017

- *I love being at Emmbrook and am so glad I joined!*

Member of staff, December 2022

- *We put Emmbrook as our first choice and my oldest is now very happy in Year 8. I would definitely agree that we can now see the changes that you hoped to achieve and as such my youngest son is excited to start at Emmbrook in 2023.*

Parent, October 2022

- *You go above and beyond and for that I am most grateful.*

Parent, May 2022

- *The curriculum is broad and balanced. Pupils develop their spiritual, moral, social and cultural understanding well through well-planned opportunities in a range of subjects. Teaching is effective and meets pupils' needs well. Lessons are planned at the right level for pupils' differing abilities, and activities are interesting and practical.*

Ofsted, March 2017

The
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