

# The **Emmbrook** School



***Learning Together, Succeeding Together***

## **Information for Prospective Candidates**

January 2021

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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 16 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 in the somewhat unique position of being a relatively new headteacher with an intimate knowledge of The Emmbrook. I am truly inspired by the achievements of our students and together we have the energy to continue our journey of improvement.

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. 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 of our mission and I look forward to meeting you in the near future.

With very best wishes,

A handwritten signature in blue ink, appearing to read 'N. McSweeney'.

**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 1965. Today we are an 11-18 comprehensive school with 800 students in Years 7-11 and 170 in the Sixth Form. The site has evolved, with some buildings dating back to our founding. Other buildings are more recent, including the new blocks for English (£3m) and Maths (£2m) and new sporting facilities.

### 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.

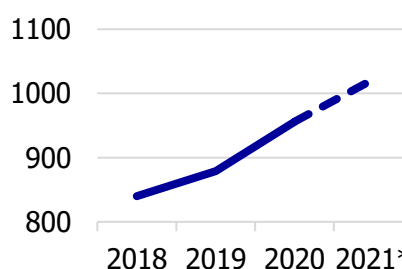
The number of students attending has grown significantly over recent years. For each of the last four years we have increased our intake in Year 7 to accommodate our rising popularity.

Our intake achieves KS2 results that are broadly in-line with the national average.

The largest ethnic group is white British (around 70%), 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.

*\*2021 cohort size is an estimate based on Yr7 and Yr12 applications*

**Number of Students**



### Governance

The Emmbrook is currently a maintained school within the local authority. We have received our academy orders and are due to academise and join the [Circle Trust](#) on 1<sup>st</sup> April 2021.

This trust is based locally to serve the young people of Wokingham and the surrounding area. The Circle's values match with our own and offer schools the freedom to maintain their own ethos and identity.





# 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:

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

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

## 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

<b>Resources</b>	<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>
<b>Career Development</b>	<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.</p>
<b>Staff Wellbeing</b>	<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>Our Business Manager has oversight for staff wellbeing. We create opportunities for social interaction, have a Staff Hub for mindfulness, promote wellbeing activities and provide mental health first aid.</p>
<b>Training and CPD</b>	<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 NQTs are enrolled in the Wokingham Federation NQT programme.</p>
<b>Behaviour</b>	<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 PREP 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>
<b>Staff Handbook</b>	<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, Deputy Headteacher, School Business Manager, two Assistant Headteachers and three Associate Headteachers (who each hold a subject leadership role).

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, Behaviour, 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**

- *Just to say thank you very much to you and all the teachers who are doing a wonderful job with online lessons. We've been so impressed with how quickly teachers have adapted their lessons.*

**Year 11 Parent, December 2020**

- *In my first year of teaching I have received excellent guidance and support from my mentor and other staff around the school.*

**NQT, December 2020**

- *Being the youngest of 4, her experience and the communication from the teachers in the school has been the best I have seen from any school I have had any of my children at. I am very impressed and she loves the school.*

**Year 7 Parent, September 2020**

- *We have complete faith in the decisions the school makes and know that student and staff welfare will be at the heart of any decisions the school makes.*

**Year 9 & 12 Parent, November 2020**

- *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**

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