

The **Emmbrook** School



Applicant Information Pack:
Year Leader

Full-time

Closing date: Monday 13th April 2026



Contents

| | |
|-------------------------------------|----|
| Our School..... | 4 |
| Curriculum and Qualifications | 5 |
| Pastoral Life..... | 6 |
| Our Culture..... | 6 |
| Our Values | 8 |
| Our Schools..... | 9 |
| Job Description | 11 |
| Person Specification | 14 |
| About Wokingham | 17 |
| The Process and How to Apply..... | 18 |
| How We Use Your Data | 19 |

An exciting opportunity in a popular, successful school

Since 2019 The Emmbrook has grown significantly, from under 800 students to nearly 1,400 at present. During this period, we have seen our results go from strength to strength and we are a school with outcomes well ahead of the national average.

We are seeking to appoint an enthusiastic and dedicated Year Leader to join our team. We consider care to be one of our great strengths. We are looking for a qualified teacher who is passionate about the learning and achievement of all students. As leader you will inspire the team to ensure exceptional teaching and pastoral development for all students.

The Emmbrook is a flourishing school full of energy and high expectations. It was judged good in all areas when last inspected by Ofsted (October 2023).

We offer:

- A culture and ethos where staff work collaboratively, feel valued and are well supported.
- A thoughtful and impactful approach to continuing professional development.
- A strong commitment to the wellbeing of all staff.
- A school where our pupils "are focused on their learning" and "take pride in rising to the school's high behaviour expectations" (Ofsted, 2023).
- A strong track record of rising outcomes at KS4 and in the Sixth Form.
- Being part of The Circle Trust, giving you access to a network of experienced educational leaders and mentors.

As Year Leader you will:

- Be utterly ambitious for every student that you teach.
- Have a love of your subject and the skills, talent and energy to bring that to every lesson.
- Work collaboratively with department and school colleagues.
- Share our FAIR values (family, ambition, integrity and respect).

To arrange a visit or apply

Sarah Farndon (Head's PA) – vacancies@emmbrook.wokingham.sch.uk Tel. 0118 978 4406

Applications can be made via the [application form](#) on our school website

Closing date: Monday 13th April 2026

Please note, applications will be reviewed daily and we reserve the right to close the advert early, should we receive sufficient applications.

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant must be willing to undergo screening appropriate to the post. This will include an enhanced DBS check.



Our School

The Emmbrook is a mixed 11-18 comprehensive secondary school. We offer students of all abilities and interests the opportunity to fulfil their potential.

We have a strong sense of community. When Ofsted last visited (October 2023) we were proud of the first line of the report which began "pupils and parents value the 'family feel' of the school and how welcoming it is."

You would be joining an amazing staff body. We are collaborative and supportive. Our CPD programme is organised by staff for staff; such peer-to-peer support allows every member of staff to develop and grow their professional expertise.

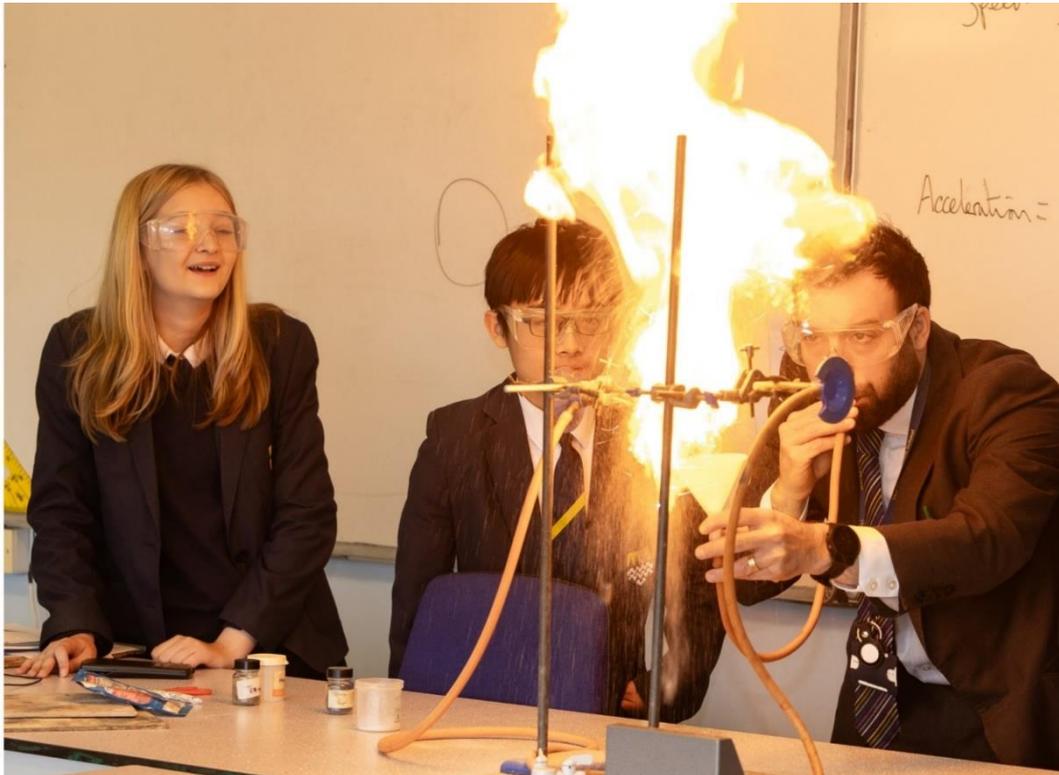
The hard work and dedication of staff is leading to rising standards and a track record of academic outcomes improving overtime. We are determined to sustain this journey.

Key Information

| | |
|--------------------------------|-------------------|
| Type of School | Academy |
| Planned Admission Number (PAN) | 210 |
| Number on Roll (NOR) | 1,357 |
| Ofsted (October 2023) | Good in all areas |

Year Leaders

Year Leaders play a vital role in ensuring that every student is able to flourish. Year Leaders support their cohort to transition from Year 6 and then move up with their cohort until the end of Year 11. Our Year Leaders are supported by an SLT line manager, have an Assistant Year Leader to work with and a team of tutors. Year Leaders sit within the broader Inclusion Leadership Group and work with colleagues, external professionals and families to support our students.



Curriculum and Qualifications

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 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.

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.



The Emmbrook School

Pastoral Life

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.

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).

| 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. |

Our Culture

We have four values (family, ambition, integrity and respect) 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.



About The Circle Trust

The Circle Trust, established in 2018, was created to serve Wokingham and the surrounded area. The Circle Trust was borne out of a desire that all children and young people have an excellent, well-rounded education and flourish in first-rate schools where the best teaching, the best facilities and the most up-to-date resources are made available to them.



 [An introduction to The Circle Trust](#)

We are a community of schools that have shared values and an essential common ethos and vision for education and learning. At the centre of our work together is improving the educational outcomes for our pupils.

Our Trust's vision is

All children and young people deserve to have an excellent well-rounded education and **to flourish** in first rate schools with the best teaching, the best facilities and the most up to date resources made available to them.





Our values are our cultural north star
they drive our behaviour and decision making.



The highest educational outcomes
for every learner is paramount



Preserving the unique identity and
ethos of all partner schools is
essential



To be anything but utterly
inclusive is non-negotiable



Being self-reflective is essential in
encouraging innovation, our Trust is
always driven to improve further



What we say is what we do, we
recognise talent, foster expertise,
believe well-being for all is
fundamental



Our Trust promotes collaborating
with others and being outward
looking

Our schools

We understand how to manage the balance between effective and efficient common systems whilst ensuring that the individual character and ethos of different schools is maintained. We work in a very transparent way, where schools have the opportunity to influence and their views are taken into account.

As a trust we are rooted in this approach and our ambition is clear; to improve the educational outcomes for children and young people. We don't want to change schools; we want to help them progress.



Badgemore Primary School



Emmbrook Infant School



Emmbrook Junior School



The Hawthorns Primary School



Nine Mile Ride Primary School



Shinfield Infant and Nursery School



St Crispin's School



The Emmbrook School



Wescott Infant School



Westende Junior School



Our name

In the early days, we spent hours debating our name! We chose “The Circle Trust” as it symbolically reflects our approach and ethos. It is a name that is deliberately neutral, without association to a specific school. One of our core values is inclusivity, and we wanted our name to encapsulate that. We include any type of school or phase and appreciate the importance of treating every school as unique.

Our support

Our Trust provides the support and infrastructure that schools need to enable them to develop and improve, and for the school leadership and their local governance to achieve their objectives.

At the heart of our Trust is access to school improvement advice and guidance. We call this package of support “The Learning Curve!” As an all-through Trust (nursery—18 years), we are able to provide school improvement advice and strategy based on consistent and fluent approaches to education provision.



To find out more:

Please visit [The Circle Trust](#) website and [Family Circle guide](#).

If you would like to arrange a meeting, please get in contact via the school office.

We'd love to have a cuppa with you!



Job Description

Salary MPS/UPS + TLR 1.1

Contract Full-time permanent

Reporting to SLT Line Manager

Start Date September 2026

Job Purpose

- To lead a year group where every student is known as an individual and treated with respect to support their academic performance and well-being.
- To develop a team of colleagues around the year group to establish high standards of social, personal and academic development for every student.
- To support the academic performance of students within your year group.
- Support the professional development of tutors.
- Line manage identified colleagues.
- Assist in the smooth running of the school.

Main Duties & Responsibilities

| Main Duties & Responsibilities | |
|---|---|
| <p>Leadership and management</p> | <p>To act as a role model for members of the year team by demonstrating high quality pastoral care and academic monitoring of students, continuous professional development and professional presence in the year team.</p> <p>To lead and manage a year team and maintain regular formal and informal contact with tutors and other members of the team.</p> <p>To ensure all tutors understand, and are actively implementing the key aspects of the school's policies including those for behaviour, attendance, uniform and safeguarding.</p> <p>To set the agenda for tutor meetings which should include a development item.</p> <p>To make a significant contribution to the induction of tutors referring any individual training needs to the member of SLT with responsibility for staff development.</p> <p>To have an overview of all the different care and guidance for students e.g. learning mentor, SENCO, teaching assistants, external agencies etc.</p> <p>To provide a link for parents, tutors, SENCO, teachers, Curriculum Leaders, SLT and external agencies.</p> <p>To initiate and respond to communications with parents ensuring that they are kept fully informed and involved in the progress of their children.</p> <p>To contribute to the organisation of any parent information evenings by encouraging and monitoring parent attendance to such events.</p> <p>To oversee students on academic report and make contact with parents when necessary.</p> <p>To contribute to the management of key school events relating to the year group; for example induction, transfer arrangements, outings, extra-curricular and social events.</p> <p>To work with other Year Leaders in an atmosphere of mutual respect and support, sharing and developing areas of expertise.</p> |
| <p>Key Responsibilities</p> | <p>To lead both the team of tutors and cohort of students. This involves giving a clear vision and direction to work, identifying key areas for improvement and planning appropriate actions to meet them and evaluating the impact of those actions on student performance.</p> <p>To manage both the people and resources associated with each year group.</p> <p>To monitor the quality of learning experienced by the year group, liaising with Curriculum Leaders and offering support and guidance where necessary.</p> <p>To promote the ethos of the school through leading high quality assemblies.</p> |

| | |
|-------------------------------------|--|
| <p>Outcomes for students</p> | <p>To monitor the academic progress of the year group in order to secure and sustain effective learning, with particular reference to the proportion of students and groups of students making expected or more than expected progress.</p> <p>To use assessment data such as CATs, SATs, GCSEs, to inform an analysis of individual student progress and collective progress across each tutor group and the year group as a whole.</p> <p>To have an overview of the range of barriers to learning that impacting on student progress, with reference to behaviour for learning, in and out of the classroom.</p> <p>To use all of the above to identify underachievement with a view to establishing and coordinating improvement strategies in conjunction with teachers and Curriculum Leaders, with particular reference to the proportion of students and groups of students making expected or more than expected progress.</p> <p>To participate in learning walks and programs of observation to identify areas for development with respect to the learning of the year group as a whole and individuals in particular.</p> <p>To monitor the effectiveness of these interventions and report to SLT termly on the progress being made by students in the year group</p> <p>To liaise with key staff, including the SENCO, to support the achievement of significant sub groups within the year group, with particular reference to the proportion of students and groups of students making expected or more than expected progress.</p> <p>To report to their line manager and other members of SLT with respect to monitoring, evaluation and review of the performance of the year group and individuals, with particular reference to the proportion of students making expected or more than expected progress.</p> <p>To monitor the regular setting and quality of homework by managing the regular checking of planners.</p> |
|-------------------------------------|--|

**Personal
Development
and Welfare**

To safeguard all of the students in the year group and to make appropriate referrals both internally and with external agencies in this respect.

To monitor student attendance and punctuality on a regular basis and to take all the appropriate steps to ensure that attendance and punctuality of students in the year group are at the highest levels. To liaise with the EWO to support this goal.

To organise and, through a team of tutors, implement a framework for daily tutorial activities. This includes both day to day administrative tasks (signing of planners, checking absences etc) and year specific tasks (preparation for exams, options, learning conversations etc)

To ensure effective liaison with parents and coordinate parents consultation evenings and other year group evenings ensuring attendance of key students and 'hard to reach' parents

To ensure that all tutors have access to relevant materials in order to deliver high quality tutorial activities.

To coordinate the delivery of the careers curriculum with Careers Service.

To maintain individual student records as necessary and ensure that they are kept up to date, responding appropriately to parental requests to see student files

To oversee 'in year' admissions for new students. This will include liaising with the member of staff responsible for admissions, meeting potential students and parents and in conjunction with key staff organising timetables and setting.

To monitor the settling in of new students.

To oversee the completion of progress checks as appropriate.

To work with form tutors to ensure appropriate follow-up to reporting procedures and to play an important part in the evaluation of reporting procedures.

To have an involvement in policy development and decision making across the school.

| | |
|--|---|
| <p>Specific Year Group Responsibilities</p> | <p>Year 7</p> <ul style="list-style-type: none"> • To play a full part, in conjunction with the SLT lead, in the induction of students to year 7. • To make visits to primary schools for the purpose of meeting students due to transfer to The Emmbrook School at the end of year 6. • To play a part in the organisation of the year 6 taster day in July. • To oversee the settling in of year 7 during the autumn term to include contributing to the year 7 parent and student welcome events. <p>Year 8 & 9</p> <ul style="list-style-type: none"> • To play a full part in preparing students for option choices and preparation for GCSEs. • To support the entry into GCSE. <p>Year 10</p> <ul style="list-style-type: none"> • To support the entry into GCSE. • To oversee student progress at GCSE in order to identify underachievement with a view to establishing and co-ordinating improvement strategies in conjunction with teachers and Heads of Department. <p>Year 11</p> <ul style="list-style-type: none"> • To lead the revision and preparation for GCSE exams. • To lead the prom celebration. • To participate in and support the promotion of the sixth form. |
|--|---|

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.

Person Specification

| Year Leader | | Essential | Desirable |
|--|--|-----------|-----------|
| Knowledge & Qualifications: | Qualified teacher status | ✓ | |
| | Degree in a relevant subject | ✓ | |
| | Further professional qualifications | | ✓ |
| | Excellent pastoral knowledge | | ✓ |
| | Strong desire for further professional development | ✓ | |
| | Knowledge of school accountability measures | | ✓ |
| | Understanding of school-based performance management and appraisal | ✓ | |
| Abilities & Experience | The ability to motivate young people | ✓ | |
| | Effective positive behaviour management | ✓ | |
| | The ability to track and monitor student progress and use the information to inform teaching and learning | ✓ | |
| | A willingness to train and share methodology within initial teacher training | ✓ | |
| | Strong commitment to supporting all students | ✓ | |
| | Experience as a pastoral leader | | ✓ |
| | Experience leading projects or initiatives | | ✓ |
| | Experience leading a group or team | | ✓ |
| | Experience working with external agencies | | ✓ |
| | A proven track record of impact beyond your own classroom | | ✓ |
| | Able to work effectively with colleagues | ✓ | |
| | Ability to be an effective form tutor | ✓ | |
| Personal Qualities | Communication skills (both orally and in writing) – expressing points clearly, understanding others' views and responding in a manner appropriate to the situation | ✓ | |
| | Decision making skills – the ability to investigate, solve problems and make decisions | ✓ | |
| | Strong leadership qualities | ✓ | |
| | Personal impact, self-confidence and presence | ✓ | |
| | Energy, determination and perseverance | ✓ | |
| | Enthusiasm and commitment | ✓ | |
| | Reliability and integrity | ✓ | |
| | Sense of humour | ✓ | |



Photo taken by Stewart Turkington Photography

About Wokingham

Wokingham has plenty to offer and our historic market town is by no means standing still. We are coming to the end of a £100m town centre regeneration programme and the population continues to grow.

We are often found at or near the top of surveys for the best place to live and to raise a family. We are surrounded by spacious woodland and lush green fields. There are plenty of options for being active in the great outdoors – we are near excellent mountain bike trails, water sport centres, play areas, skateboard parks, golf courses and bridle paths. There are also many other ways to keep busy with nearby cinemas, ten pin bowling and theatres.

We enjoy good transport links by road and rail to key towns such as Reading, Bracknell, Windsor, Basingstoke and Guildford, in addition to being just 40 miles from central London and 25 miles from Heathrow Airport. Reading is an award-winning shopping destination in the Thames Valley region and Windsor is of course world-renowned for its Royal residence, Windsor Castle.

Wokingham has a strong community spirit which is highlighted by the fabulous May Fair, International Street Concert, Food and Drink Festival and Winter Carnival. The town truly comes alive during these events.

We love our town, and we look forward to welcoming you.



The Process and How to Apply

The Circle Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo screening appropriate to the post. This will include an enhanced DBS, checks on references and an online search.

| | |
|-------------------------------------|---|
| Visits to the School | Visits to the school are warmly welcomed, please contact the School Office to arrange a visit. |
| Application form | Please complete The Circle Trust application form . This is the only form that will be accepted. You should ensure that your personal statement is no more than two pages of A4 and that it reflects your suitability in terms of the Person Specification. |
| References | We require two references from all candidates, one of which must be from your most recent employer. If any references relate to employment at a school/college, your referee must be the Headteacher/Principal. If you are short-listed, the school will contact your referees without further reference to you. |
| Equal opportunities monitoring form | <p>We are committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair and transparent.</p> <p>Any information provided on this form will be treated as strictly confidential, will not be seen by staff directly involved in the appointment and no information will be published or used in any way which allows any individual to be identified.</p> <p>The completion of this equal opportunities monitoring form is entirely voluntary. However, it will assist us in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form.</p> <p>Prior to shortlisting this information will be removed from your application form and used only to provide data for statistical purposes.</p> |
| Application closing date | <p>The closing date for applications is Monday 13th April. Applications can be via the application form on our school website.</p> <p>Please send your application to Sarah Farndon (Head's PA) - vacancies@emmbrook.wokingham.sch.uk tel. 0118 978 4406</p> <p>Applications will be acknowledged by email on the next school day.</p> |
| Shortlisting | Shortlisting will be against the Person Specification criteria as detailed in this pack. We will also check all applicants for gaps in employment history. Those applicants that best meet the Person Specification will be invited to interview. |
| Checks | If you attend the interview, you will be required to bring photographic identification, proof of the right to work in the UK and proof of qualifications. |

Offer of employment

We will make a verbal offer of employment to the successful candidate by telephone. This will be followed up by a written offer which will be emailed or posted. Any offer is made subject to satisfactory references, enhanced DBS clearance and other safeguarding checks as required.

All unsuccessful candidates will be notified by email

How We Use Your Data

In completing this application form you should refer to the Recruitment Privacy Notice on our website. The personal information collected on this form will be processed to manage your application in accordance with the Recruitment Privacy Notice.

If successful, your personal information will be retained whilst you are an employee and used for payroll, pension and employee administration in accordance with the Staff Privacy Notice which is available on our website and will be issued on appointment. Information will not ordinarily be disclosed to anyone outside The Circle Trust without first seeking your permission, unless there is a statutory reason for doing so.

In accordance with our statutory obligations under Keeping Children Safe in Education, The Circle Trust is required to conduct an online search as part of our due diligence on the successful candidate. This may help identify any incidents or issues that have happened and are publicly available online. If there are any, we may wish to explore them with you prior to confirming your appointment. We carry out these searches for SLT roles using a trusted third party.

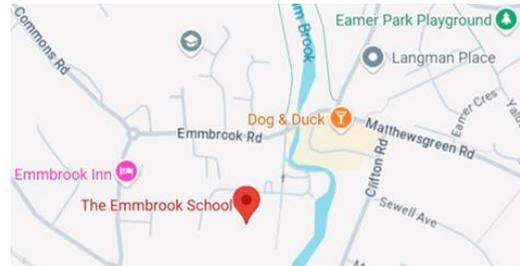
If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date, in accordance with the Recruitment Privacy Notice.

Thank you for your interest. If you have any questions or wish to arrange a visit, please contact the school office.



The Emmbrook School

**Emmbrook Road
Wokingham
RG41 1JP
0118 978 4406**



The Emmbrook School is an academy and part of The Circle Trust.

The Circle Trust is a charitable company registered in England and Wales (number 11031096) whose registered office is The Oval Offices C/O St Crispin's School, London Road, Wokingham RG40 1SS.

Further information about The Circle Trust is available at www.thecircletrust.co.uk.