



CROSFIELDS  
SCHOOL

# Candidate Pack

*Candidate Information*

# Welcome

Crosfields is a dynamic day school. Future-focused and providing the highest standards of care and teaching, we offer a stimulating, friendly and fulfilling working environment. Our staff are passionate and dedicated to the work they do, constantly supporting each other to create the best educational opportunities for our 700+ pupils both in the classroom and beyond.

We are a warm, caring community, and our pupils have an intrinsic kindness. We have created a modern and forward-thinking environment in which our pupils can learn, grow and contribute to the future direction of our school. Our core ethos has always been to offer a high-quality education and to develop our boys and girls academically, socially, and spiritually. Next year, we will celebrate the 70th anniversary of our foundation whilst we continue to work towards the opening of our Sixth Form in 2028. These are exciting times at Crosfields.

Thank you for taking an interest in joining us at Crosfields. If our ethos and values resonate with you, we look forward to hearing from you.

*Carol Townsend*

**Mrs Caroline Townshend**  
Head





# Overview

Crosfields began its life as the junior school of nearby Leighton Park School. In 1957, it became a standalone preparatory school for boys with 100 pupils and in 2007 the school accepted girls as well as boys. In 2021, the school extended its provision through to GCSE level. Crosfields has grown considerably in recent years and has become the school of choice for many families. Crosfields will open a year-round Nursery in 2026 and a Sixth Form in 2028, in so doing it will become an 'all-through school' for boys and girls aged 2 to 18.

The school is located on a green and spacious 40-acre campus in a suburban area close to central Reading. Its main catchment area includes Reading, Wokingham, Bracknell and Basingstoke. It is highly accessible, lying close to main roads including the M4 motorway and fast mainline rail services from Reading station to London, as well as destinations across southern and south-western England.

Crosfields has modern teaching facilities and has recently invested in new technology, as well as excellent sports facilities. It has extensive playing fields, including a multi-purpose astroturf pitch. Recent investment in the estate means that the Sixth Form can be accommodated onsite in elegantly refurbished buildings. The school also has a rich array of play areas and extensive woodlands in which there are several forest school areas that the pupils can benefit from.

With a strong academic foundation and a broad co-curricular programme, Crosfields aims to provide a nurturing and forward-looking environment where children are encouraged to grow in confidence, curiosity, and character. The school is known for its inclusive ethos and commitment to excellence that is shaped by three core pillars: innovation, diversity, and opportunity. Innovation is reflected in its strategic focus on digital learning and research-informed teaching, with pupils benefitting from a curriculum that is both rigorous and responsive to individual needs.

Diversity is a defining strength of the school, and it offers a vibrant and outward-looking environment that celebrates individuality and fosters mutual respect. This diversity is celebrated in school, and it also enables educational pathways to be tailored to each pupil. Pastoral care is equally prioritised, with initiatives supporting pupil wellbeing and emotional development. The school is non-denominational and welcomes pupils of all faiths and none.

Crosfields was most recently inspected by the ISI in March 2024 and was judged as meeting all key areas of leadership and governance, pupils' education, social and economic wellbeing and safeguarding, as well as their contribution to society. A full copy of the latest report can be accessed [here](#). The school is also reviewed in the Good Schools Guide and Muddy Stiletto's.



# Admissions

Crosfields is a selective school. It offers scholarships to current and new pupils in Year 7 covering Academic, Sport, Creative and Performing Arts and All-Rounder. There are also means-tested bursaries available to support children in Reception onwards from families who cannot afford to pay full fees. For entry into Nursery or Pre-Prep there are 'Stay and Play' taster sessions, while for entry into Junior and Senior sections, there are assessment days in each term that include CAT4 tests, a written task, group tasks and interviews.





# Academic and Curriculum

Crosfields' academic approach is to teach to the top and to 'scaffold' the learning. This is a framework designed to support pupils in their studies throughout the year and add maximum value for all. Class sizes are kept small – typically 15–20 per form and with 3–4 forms per year group. In the run-up to exams, the school places strong focus on 'metacognition' (learning skills), and the school's small class size approach also helps develop pupils' abilities in exams and coursework.

Senior pupils follow a tutoring programme based on vision, effort, systems, practice and attitude. This combines thematic ideas from psychology, business and sport to generate marginal gains to reach each individual's full potential, and it is also designed to aid revision. The school's commitment to academic excellence is reflected in the 2025 GCSE results, in which 71% of grades were awarded at 9–7. In addition, Crosfields' value-added score placed it in the top 10% of schools nationally.

Innovation runs through the curriculum from Nursery to Year 11 and will do so in the Sixth Form from 2028. Every pupil's progress is monitored through their individual ASPIRE learner profile that tracks the skills they should be displaying at each stage. Academic achievement is complemented by encouraging soft skills like teamwork, leadership and resilience. Achievement certificates and prizes are awarded each half term.

Staff are encouraged to take an interest in educational research as part of their professional development.

# Pastoral Care

Strong pastoral care and safeguarding are a priority, with initiatives supporting pupil wellbeing and emotional development. The emphasis on small class sizes also brings obvious pastoral benefits to pupils and staff. Form teachers are expected to help create a supportive and nurturing environment within each form group. More broadly, the school fosters a 'Pastoral Triangle' through regular communication between school, pupils and parents on matters of physical and mental health and a 'Food for Thought' programme for parents to explore related topics and themes in greater depth.

As well as a well-developed PSHE curriculum, the school encourages pupils to take leadership roles at every stage – creating opportunities for public speaking and presentations, problem-solving and lateral thinking. There are Prefect roles in different areas of school life: a system of mentoring to younger pupils, pupils assisting teaching staff in specialist subjects, and the opportunity to help plan and organise school events, including arranging and leading school assemblies. Pupils are also organised into one of four Houses that enable inter-house competition and collaborations, as well as an additional layer of pastoral support. With its emphasis on kindness and fostering a strong sense of community, there is also zero tolerance of bullying.





# Sport, the Arts, and Co-Curricular Activities

There are dozens of in-school and after-school clubs and societies for Seniors, Juniors and Pre-Prep years. Junior pupils enjoy an excellent range of extra-curricular activities, with over 40 clubs and activities on offer through the week, including dance, LAMDA, Judo, chess and cookery. For the Seniors, there is also podcasting, rowing, Duke of Edinburgh's Award, Model United Nations, Arkwright Scholarship, 'Metacognition – Learning to Learn' and a 'Mighty Oak' programme for Years 7 and 8 with activities both within the timetable and after school. Late-stay arrangements are available up to 6pm every day. Academic and classroom learning is complemented by a comprehensive range of school visits and trips.

In music and drama, a refurbished theatre and new music rooms facilitate four choirs, an orchestra, and several instrument ensembles, and the school lays on several plays and musical productions each year for different age ranges. There is an active sports programme which takes advantage of extensive playing fields and a modern sports hall, with recent additions including pickleball courts, table tennis and cricket nets. Pupils are encouraged to participate in at least one main team sport, with hockey and football being popular, but there is a wide range of sports options, including badminton, basketball, cricket, netball, hockey, fencing, tennis, volleyball, dance, ultimate frisbee and Judo. With its excellent 25-metre swimming pool, the school's pupils excel in swimming, with many of them taking it as an after-school option and performing well in regional and national competitions.

# Governance and Leadership

The Senior Leadership Team comprises experienced and passionate educators who exemplify the school's core values. The Head is supported by a Senior Deputy Head, Head of Juniors, Head of Pre-Prep, Deputy Head Co-Curricular & Operations, Deputy Head Academic and Director of Digital Strategy. The Head reports to a Board of Governors who bring commercial and consumer experience across a variety of areas. They help shape the future of the school and ensure the overarching strategy is achieved.





# Terms and Benefits

The successful candidate will be offered an attractive salary package. In addition, a package of benefits will include:

- School fees remission
- Pension scheme
- Salary sacrifice
- Free lunches and refreshments during term-time
- INSET childcare support
- Staff discounts at Stevensons, Ultimate Activity holiday camps, B&Q, and Nuffield Health

The post will be offered subject to the necessary preemployment checks, including medical fitness and an enhanced DBS check