



Nine Mile Ride  
Primary School

# Headteacher

for 1st September 2023



Nine Mile Ride Primary School

430 Finchampstead Road, Finchampstead, Berkshire, RG40 3RB

Part of The Circle Trust providing the best educational outcomes for local children



Learning for Life



# Welcome to Nine Mile Ride Primary School

Dear Prospective Applicant,

I would like to offer you a very warm welcome and take this opportunity to thank you for showing an interest in the position of Headteacher at Nine Mile Ride Primary School. We are intent on recruiting an authentic, collaborative and visionary leader with strong communication skills who can lead our school for the benefit of all children.

At Nine Mile Ride Primary School we take pride in developing outstanding teaching and learning by holding the highest expectations of all our pupils and knowing the pupils well. We challenge all pupils to strive for academic, creative, emotional, sporting, and personal accomplishment within a broad, vibrant and enriched curriculum. Our vision is for all pupils to leave Nine Mile Ride Primary School as independent learners with the knowledge, concepts, skills, and attitudes that make them ready for being responsible citizens of the 21st century.

Our values of being respectful, resilient, resourceful, and reflective will enable pupils to develop a personal ethic and moral attitude that will positively affect behaviour and equip them with the skills needed for successful lives both now and in the future and contribute positively to society.

We celebrate and promote character education, alongside nurturing growth mind sets to ensure that pupils can do new things, be creative and inventive and are not frightened to make mistakes. The careers and jobs that our children will be doing when they leave formal schooling may not have been invented yet so our focus is all about getting our pupils ready for life. We encourage pupils to take ownership of and responsibility for their learning and decisions, so they have the confidence and curiosity to ask questions, solve problems and communicate well.

Children have just one childhood; we believe their primary school experience should be magical and wondrous, filled with inspirational and unforgettable learning experiences. At Nine Mile Ride Primary School, we know it is both our duty and privilege to help children delight in their precious childhood years, building a solid foundation for the rest of their lives.

Learning is our core purpose, and we endeavour to provide all our children and young people with memorable experiences that will truly enrich their lives. We want children to be excited about coming through the school gates every morning and have a sense of belonging. The Local Advisors want the new headteacher to inspire and lead, be passionate, ambitious and have the commitment and energy to lead the school with us.

We would love to hear from you if you believe that you have the skills and attributes to sustain and drive forward our ethos, vision and strategic direction in collaboration with governance.

We are proud of the hard work and commitment of our staff, children and parents, and warmly invite you to visit the school in action to get a real sense of the ethos. In order to arrange this, please contact the school office.

Yours sincerely,

*Mrs. B. Wojna*

Barbara Wojna  
Chair of Local Advisors



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## Our vision, aims and values

The staff and Local Advisors work hard to make sure that all decisions are driven by our vision.

**“Learning for Life, together we discover, nurture, achieve and shine.”**

We want all pupils to leave Nine Mile Ride Primary School as independent learners with the knowledge, concepts, skills and attitudes that make them ready for being responsible citizens of the 21st century.

We believe that our values of being respectful, resilient, resourceful and reflective will enable pupils to develop a personal ethic and a moral attitude that will positively affect behaviour and equip them with the skills needed for successful lives both now and in the future and contribute positively to society.



## Our School

Nine Mile Ride Primary School, Finchampstead, is an exciting and inspiring place to be and our success stems from a relentless drive to put children at the heart of all we do.

Our strong Ofsted report and high academic standards are only part of our story. Our passion for building learning skills ignites in our children a lifelong zest for learning; building confidence and a resilience to succeed. We encourage our pupils to have a growth mind-set which allows them to see their ability as expandable rather than pre-determined.



**“Pupils are delightful at this welcoming school. They are happy. Together, pupils and staff embody the school’s aim: ‘Learning for life, together we discover, nurture, achieve and shine”.**

**“Pupils feel safe and well cared for at this school. They treat each other with respect: one of the school’s core values. Adults have high expectations for behaviour, and pupils rise to these.”**



**“Pupils’ behaviour is exemplary.”**

We want our children to shine in whatever makes them happy so we provide many opportunities for children to develop self-expression and extend their natural talents through the arts.

Within our beautiful and extensive grounds, our school offers a magical world of discovery. Here children learn first-hand about the treasures of the natural environment whilst developing important interests and aptitudes that we hope will develop into life-long passions.



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## About us

Nine Mile Ride is a 1.5 form entry school from Foundation Stage to Year 6 with approximately 365 on role. Academic performance is very strong over time and performed within the top 20% of all schools at the end of Key Stage 1 and 2 2022; however, the school has not become complacent and continues to strive for academic success for all pupils' year on year. Developing the whole child is still a focus and as such, the school places emphasis on The Arts as we believe that learning self-expression and creativity is an integral part of personal success. The school is known locally for its sporting success and has achieved the Sainsbury's Platinum Award for Sport which is an amazing sporting accolade that we are truly proud of.

The Local Advisory Board at Nine Mile Ride Primary is responsible for the conduct of the school and for promoting high standards. Local Advisors are 'critical friends' to the school and each have skills, knowledge and experience required to contribute to the effective governance and success of the school. There is a mix of parent, staff and co-opted Local Advisors, all of whom receive regular training from The Circle Trust and the Headteacher, to supplement their individual on-line learning. Their aim is to ensure that children attend a successful school that provides an excellent education in a safe, friendly, and inclusive environment.



Nine Mile Ride is part of The Circle Trust which currently includes two secondaries-The Emmbrook, St Crispin's, and six primaries-Shinfield Infant and Nursery School, Wescott Infants, Westende Junior School, Emmbrook Infants and Emmbrook Juniors. The Circle Trust exists to do one thing, and that is to run and improve schools to advance education for the public benefit. Being headteacher at Nine Mile Ride Primary will open the door on many trust-wide opportunities, including support, resourcing and collaboration of like-minded professionals.





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## About us

Type	Academy within The Circle Trust
Location	Finchampstead, Wokingham
Local authority	Wokingham Borough Council
Total number of pupils	366
Pupils with EHCP	6
Pupils with SEND	32
Pupils eligible for PPG	19
Attendance	96%
Ofsted	<u>8-9 June</u>
Prospectus	<u><a href="#">Click here</a></u>
Teaching staff (qualified)	18
Teaching staff (ECT)	2
Support staff	33
Total	53





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# Performance data 2022

End of Foundation Stage	76
Phonics Year 1	87
End of Key Stage 1	
% of pupils achieving the expected standard in reading	87
% of pupils achieving the higher standard in reading	39
% of pupils achieving the expected standard in writing	80
% of pupils achieving the higher standard in writing	19
% of pupils achieving the expected standard in maths	80
% of pupils achieving the higher standard in maths	19
% of pupils achieving the expected standard in reading, writing and maths	80
% of pupils achieving the higher standard in reading, writing and maths	19

End of Key Stage 2	
% of pupils achieving the expected standard in reading	91
% of pupils achieving the higher standard in reading	43
% of pupils achieving the expected standard in writing	89
% of pupils achieving the higher standard in writing	20
% of pupils achieving the expected standard in maths	93
% of pupils achieving the higher standard in maths	39
% of pupils achieving the expected standard in reading, writing and maths	85
% of pupils achieving the higher standard in reading, writing and maths	17



# Progress & attainment charts 2022

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	KS2 Progress	KS2 Attainment	KS1 Attainment	Phonics Attainment
<b>Reading</b>				
<b>Significance</b>	Sig. above national 51 pupils	Sig. above national 54 pupils	Sig. above national 54 pupils	In line with national 52 pupils
<b>Highest/lowest 20%</b>	Highest 20%	Highest 20%	Highest 20%	Highest 20%

	KS2 Progress	KS2 Attainment	KS1
<b>Writing</b>			
<b>Significance</b>	In line with national	Sig. above national	Sig. above national
<b>Highest/lowest 20%</b>		Highest 20%	Highest 20%

	KS2 Progress	KS2 Attainment	KS1
<b>Mathematics</b>			
<b>Significance</b>	Sig. above national 51 pupils	Sig. above national 54 pupils	Sig. above national 54 pupils
<b>Highest/lowest 20%</b>	Highest 20%	Highest 20%	Highest 20%





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# A guide to Wokingham

Wokingham has plenty to offer. Our historic market town is by no means standing still. We are coming to the end of a £100m town centre regeneration 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. We have lots of other ways to keep busy with nearby cinemas, ten pin bowling and theatres.

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 to celebrate living in Wokingham. There are also plenty of community events, concerts and performances throughout the year.

We are lucky to benefit from transport links by road and rail to key towns such as Reading, Bracknell, Windsor, Basingstoke and Guildford as well as being just 40 miles from the centre of London and 25 miles from Heathrow Airport. Reading is an award-winning shopping destination in the Thames Valley region and is the perfect blend of luxury and more affordable brands. Windsor is home to the world famous and official Royal residence Windsor Castle.



Photo taken by Stewart Turkington Photography

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



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# Job Profile

Salary	L11-L24, £56,796 – £78,010 (Group 3)
Contract	Full-time
Reporting to	Board of advisors/trustees
Start date	1st September 2023

## Main purpose of the role

To carry out the duties of headteacher in accordance with the teachers' Pay and Conditions Act and built upon the Headteacher's Standards (2020)

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively
- Be an advocate and supportive of working in collaboration with other trust schools

## Qualities

- Serve in the best interests of the school's pupils
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community and The Circle Trust

## Duties and responsibilities

### School culture and behaviour

- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school





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# Job Profile

## Teaching, curriculum and assessment

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise and evidence-informed pedagogy
- Effectively use diagnostic and summative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to learning are the bedrock of strategy and decision making

## Additional and special educational needs (SEN) and disabilities

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school fulfils statutory duties regarding [The SEND Code of Practice](#)
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate

## Managing the school

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

## Professional development

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

## Governance, accountability and working in partnership

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools within the trust and beyond
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils



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# Person specification

Criteria	Qualities (E=essential & D=desirable)
Qualifications & training	Qualified teacher status (E) Degree (E) National professional qualification for headship (NPQH) (D) Up to date safeguarding training (E)
Experience	Successful leadership and management experience in a school (E) Teaching experience (at least 5 years) (E) Involvement in school strategy-setting, self-evaluation and development planning (E) Demonstrable experience of successful line management and staff development (E)
Skills & knowledge	Data analysis skills and ability to use data to set targets and identify development areas (E) Understanding of high-quality teaching based on evidence and ability to model this for others and support to improve (E) Understanding of school finances and financial management (E) Effective communication and interpersonal skills (E) Ability to communicate a vision and inspire others (E) Ability to build effective working relationships (E)
Personal qualities	Commitment to uphold the 7 principles of public life ( <a href="#">Nolan principles</a> ) at all times (E) A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school (E) Ability to work under pressure and prioritise effectively (E) Commitment to maintaining confidentiality at all times (E) Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position (E)

This job description outlines the key responsibilities for the role of headteacher and it may be necessary to undertake additional duties as local advisors require. This job description will be reviewed annually as part of the headteacher's performance management programme.



The Circle Trust, established in 2018, was created to serve the area of Wokingham and the surrounding 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.

The Circle Trust is 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. We deliberately use the term “educational outcomes” to highlight that we value education in the widest sense whilst balancing our ambition to seek the highest academic performance. Currently, the Trust includes two secondary schools-The Emmbrook, St Crispin’s, and six schools at the primary phase -Shinfield Infant and Nursery School, Wescott Infants, Westende Junior School, Emmbrook Infants and Emmbrook Juniors and continues to grow.

In the early days, we spent hours debating our name! We chose “The Circle Trust” as it symbolically reflects our approach, our way of working and indeed the ethos of how we operate. It is a name that is deliberately neutral and without association of a specific school. In our Trust, we know it is important to treat every school as individual and unique and feel strongly that a name shouldn’t be connected to a single institution. One of our core values is that of being inclusive and so we wanted our name to encapsulate all sorts of schools whatever their type or phase.

Collaboration is important to us. Being part of our multi-academy trust does not mean working exclusively within the Trust. We encourage schools to retain their relationships with other local and national partners. The Circle Trust is not, and will never be, a franchise model requiring schools to work in a regulated and specific way. 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. We don’t want to change schools, we want to help them be better. As a Trust we take this aligned approach and our ambition is clear, to improve the educational outcomes for children and young people.

Our Trust therefore 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 for their school. 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), The Circle Trust is able to provide school improvement advice and strategy based on consistency and fluency in education.



We are able to create and promote an educational environment for the 21st century with wide-ranging opportunities for our students; accommodating a wider breadth of activities for the more able pupils as well as enabling primary age pupils to access the secondary phase specialist teacher, resources and facilities more easily. Bespoke strategies to address the 'dips' in learning usually associated with transitions and transfers from school to school which begin with the opportunity for mixed age work, stage not age and learner mentoring and exploits distinctive opportunities for flexible deployment for staff. Simply put, we promote the potential to stimulate the development of imaginative approaches, which focus on achieving high levels of success for all.

As a new Headteacher, you join this school at an exciting juncture. If successful, you will join a very special school that has years of past successes and is ambitious to continue that journey. As a Headteacher in our Trust, you will find us really welcoming, warm and able to provide a great deal of professional support and fellowship in what is a challenging, somewhat scary but most definitely worthwhile role!

If you want to know a little more about The Circle Trust, some more information can be found on the Trust's website [The Circle Trust](#)

Ginny Rhodes

Chief Executive Officer



# The application process

## Safer recruitment

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 and checks on references.

## Application form

Please complete The Circle Trust application form or 'Quick Apply' form if applying via TES. These are the only forms 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 and the other from a local authority. If you are short-listed, the school will contact your referees without further reference to you.

## Closing date

The closing date for applications is 9am , Monday 17th April 2023. Please send your application to **Sarah Pyne, the school business manager. Email: [finance@ninemileride.wokingham.sch.uk](mailto:finance@ninemileride.wokingham.sch.uk)**  
Receipt of applications will be acknowledged by email on the next school day. If you do not receive such an acknowledgement, please contact the school business manager. Tel: 0118 973 3118.

## Short-listing and interviews

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 for interviews on Thursday 27th April 2023.

## Checks

If you attend for 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. Any offer is made subject to satisfactory references, satisfactory DBS clearance, and any other safeguarding checks required and a satisfactory health check.

## Unsuccessful candidates

Unsuccessful candidates will be notified by telephone.

## Data protection

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. 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.