



Recruitment Pack

Year Manager

Year Manager

Contract: Permanent, Term Time Only (TTO) (37 hours per week), plus 20 days

Closing Date: 12 noon on Monday 30th June 2025

Salary Range: C1/C3 (SCP 12 - 22) £27,711 – 32,654 per annum- pro-rata for TTO.
Starting grade depending on experience.

Thank you for your interest in the role of Year Manager at Wetherby High School, this is an exciting opportunity for a talented individual to join our Team.

At Wetherby High School all our staff are deeply committed to ensuring every child receives an outstanding education. Our curriculum, teaching and pastoral care enable students to achieve at the highest academic level, unlocking doors to the future of their choice.

Our staff and students are ambitious to be the best version of themselves. That ambition extends way beyond their academic excellence. We want our students to reach their full potential academically and as young people moving into adulthood. We understand that central to this is developing character and a sense of social responsibility.

We place the children and their personal success at the heart of all our work which means that sometimes we do not take the easiest path, but the path that is right for each individual child. We know that when a child feels safe, happy and supported they thrive.

Strong relationships, developed through our coaching groups and staff circles, are a critical feature of our close and caring school community. Simply put we know our staff and children well and this ensures we offer a supportive and fulfilling learning environment with lots of opportunity to develop leadership potential in staff and children.



“Working at Wetherby has shown how fundamental and necessary relationships are in teaching. I've loved being a coach and supporting students to thrive, academically as well as pastorally.” Casey, Teacher of English

Our strong and distinct **Values** underpin all the work we do, they are lived out day to day in our policies, practices and interactions.



Our commitment to a **Restorative Practice** approach benefits both children and staff supporting the development of strong relationships which ensure everyone feels valued and listened to. This high support and high challenge approach way of working with pupils and staff supports wellbeing through the development of:

- a feeling of belonging and acceptance
- a sense of school community all moving in the same direction
- understanding how actions can affect others
- helping to choose to and want to do the 'right thing'
- developing social and emotional literacy
- developing character and a sense of civic responsibility
- learning how to move through conflict constructively together



The **Coaching Programme** at Wetherby High School is fundamental to 'knowing our children well' and in forming the strong relationships that are crucial for our school community. Coaching groups have approximately ten students (coachees) and one member of staff (coach). The groups are 'vertical' meaning they consist of coachees from Year 7 to Year 11. We meet as coaching groups three times a week; a Monday morning, Wednesday afternoon and Friday afternoon.



Our **House Structures** provide a further sense of belonging for our pupils and staff. As well as encouraging a strong positive competitive drive through inter-house competitions and events, pupils are encouraged to engage in a wide range of enrichment activities and opportunities, ensuring an inclusive approach for all.



Welcome from the Headteacher

Many thanks for expressing an interest in the post of Year Manager. I hope you find the enclosed information useful in preparing your application.

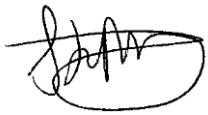
Wetherby High School is a vibrant and welcoming school with inclusive values at the centre of all our work. We believe all our students deserve to have adults around them that are committed to doing all they can to help them succeed in all areas of life. Wetherby High School is in an exciting phase of development, with a new state of the art building for the school community planned be ready in the near future.

The staff at Wetherby High School work exceptionally well together as a team and this post is a key role in developing restorative and relational approaches across school, holding students to high expectations and implementing effective strategies to secure engagement, attendance and progress. This is therefore a very exciting position that will appeal to an ambitious individual seeking a varied and interesting opportunity to utilise and develop key skills.

Wetherby High School is committed to providing high quality continuous development for all our staff. Our wide range of enrichment, extra -curricular activities and community builders provide our staff with opportunities to get involved and share their interests and hobbies alongside their professional knowledge and expertise.

If you believe that you have the skills and attributes required of this role, please forward a covering letter outlining the reasons for applying for this position, a copy of your Application Form, via email to hr@wetherbyhigh.co.uk

Yours faithfully





“The sense of community is what I love the most about working at Wetherby. There are so many opportunities to build relationships with not only children, but other members of staff. It is those strong relationships that allow us to support and challenge each another to ensure the very best provision for children each day” Sarah, Leader of Science



‘Leaders, governors and staff passionately embody the school’s vision to create an inclusive environment that values everyone. This is evident in the impressive culture alive in the school, a culture that puts pupils at the centre of all it does. Governors support the school to ensure that the culture is sustained. Leaders carefully consider staff workload and well-being. As a result, staff are proud to work in the school.’

Ofsted 2024

Wetherby High School

Year Manager



Pay scale:	C1/C3
Hours:	37 hrs
Responsible to:	Inclusion Manager

PURPOSE OF THE JOB

Liaising with parents/carers re: behaviour and welfare; implementing preventative behaviour strategies; working with other colleagues to secure learning and track student performance; monitoring and tracking student behaviour; recognising and rewarding student success; supporting teachers and learning; improve attendance, reduce exclusion, raise standards and expectations.

Purpose of the post:

1. To raise standards of student attainment and achievement within designated year groups.
2. To monitor and support student welfare, development and academic outcomes, within the year group.
3. To deliver high quality behaviour/welfare support and systematic, rigorous self-review and quality assurance procedures.
4. To be accountable for improving student behaviour support in school and its impact on learning. To follow the school's agreed rewards and sanction procedures to support effective learning.
5. To support the improvement of learning outcomes of both staff and students in the year groups.
6. To support and uphold the school ethos in the implementation of the School Improvement Plan objectives.
7. To support agreed targets in year group action plans.
8. To liaise with parents/carers on matters related to behaviour and welfare.
9. To liaise with other colleagues in ensuring good student attendance and punctuality
10. To work closely and collaboratively with other colleagues, outside agencies, partner schools and the Local Authority, to improve the behaviour and welfare of students in the school.
11. To actively monitor and respond to raising attainment initiatives through behaviour support, at national, regional and local levels.
12. To work closely with other colleagues in order to create an aspirational ethos within the year groups.
13. To support and organise assemblies, parents/carers evenings and targeting days etc. supporting the raising attainment agenda for parents and students.
14. To organise and attend other key events relevant to the year group (e.g. enrolment evening, options evening etc.)

Responsible for:

1. Supporting student behaviour, welfare and attendance in order to provide effective and appropriate support and challenge for students, raise expectations, track performance and identify support in and outside the school. Ensuring effective liaison with other colleagues across the school.

Core Duties:

1. To work with colleagues to deliver an action plan which has coherence with the School Improvement Plan and the key objectives.
2. To monitor and track student behaviour and welfare using the school procedures and data.
3. To identify and target prevention strategies for students at risk of poor behaviour, attendance and underachievement.
4. To set high standards and expectations of behaviour within the year group for staff and students to follow.
5. To maintain the use of appropriate monitoring and tracking systems.
6. To implement and develop support and resource strategies to improve behaviour for individual and / or small groups of students.
7. To work with other colleagues on a day to day basis in maintaining a high quality learning environment.
8. To share good practice and expectations with other colleagues.
9. To monitor appropriate targets with other colleagues.
10. To track students throughout the year, informing students of their progress through parents/carers evenings, reports, targeting days and parental meetings/interviews etc.
11. Undertake PSP and behaviour reviews with targeted students.
12. Work with other colleagues to evaluate progress and share student information during KS transfer.
13. To liaise with other colleagues in order to support students' behaviour choices and delivery of key sessions in PSHCE and assemblies.
14. To provide analysis of student progress using data and tracking information, keeping student parents/carers and colleagues informed.
15. To actively promote and foster links with parents/carers and to encourage parents/carers to take an active responsibility for their child's learning.
16. To support effective links with partner institutions including partner Primary Schools, FE providers and the wider community.
17. To develop and implement inclusion strategies across the wider school, including CA areas and other colleagues.
18. To actively promote the development of effective year group and individual student links with external agencies and with other schools.
19. To actively plan and participate in celebrating successes in the year group and of individual students both internally, within the school and in to the wider community.
20. To play a full part in promoting the school ethos through the management of the Year Team and associated staff.
21. To act as a personal mentor for specified students and to fully undertake the role of Coach within the school.
22. To plan and attend year group residentials and trips
23. To deliver Character for Learning workshops with students and staff
24. To carry out Study Supervisory duties as required.
25. To undertake regular cover lessons
26. To carry out detentions
27. To continue personal development.
28. To deliver Year Group and House assemblies.
29. To adhere to school policies and procedures.

Quality Assurance:

To ensure the effective use self-evaluation operational procedures within the work of the Year Team.

To follow a rigorous programme of self-evaluation including:

- Observations – weekly
- Parental questionnaires / feedback
- Scrutiny of student's behaviour records and PSPs– ½ termly

General duties:

- To fulfil the role of a coach to a small group of students and participate fully in training as required.
- To support and participate in the duty rota as required
- To support school events and attend as required.
- To provide cover as necessary for absent colleagues
- To undertake ad hoc duties as may be required by the Headteacher or Executive Headteacher and / or Senior Leadership Team from time to time.
- To photocopy documentation as required maintaining confidentiality at all times.
- To adhere to school policies and procedures.

Person Specification

Post: Year Manager

You should be able to provide evidence of:

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills	• Able to communicate effectively with students, colleagues, parents and stakeholders including sensitive and complex information • Efficient and well organised. Able to organise others and operate high reliability procedures • Excellent interpersonal skills with a robust sense of humour, able to reflect on performance and find solutions • Ability to work under pressure and to deadlines, with students, colleagues, parents and stakeholders • Can do attitude, ability to complete the task and to discuss alternative solutions • Excellent attendance and punctuality records and a record of good health, highly reliable and with the capacity to work effectively • Able to produce and present reports and data • Able to establish and maintain accurate records using both manual and electronic systems • Able to accurately enter/retrieve data information from information systems • Able to contribute to the improvement of the service including processes and procedures • Able to prioritise own and team's work to meet conflicting deadlines	
Knowledge /Qualifications	• English and Mathematics GCSEs at Grade C/5 or above • Experience of dealing with more complex queries from a wide range of people • Experience of working in partnership with others to deliver work to set deadlines • Experience of providing customer focussed services • Experience of supervising and developing staff • Experience of participating in teams and working on own initiative • Experience in the use of the Microsoft package	• Knowledge of general office procedures and practice. • Experience of working restoratively in a High School • Specialist training in behaviour management and counselling / background of training in support services for young people • Lead assemblies, chair meetings and run staff training • Experience of extracting and analysing data from information databases

Behavioural and Other Related Characteristics	• Willing to abide by the School's Equal Opportunities Policy in the duties of the post, and as an employee of the School • Willing to carry out all duties having regard to an employee's responsibility under the School's Health and Safety Policies • To display a responsible and co-operative attitude to working towards the achievement of the service area aims and objectives • An ability to respect sensitive and confidential work • Commitment to own personal development and learning	
--	---	--

We are actively committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment.

All appointments will be made subject to an enhanced DBS disclosure.

We promote diversity and want a workforce which reflects the population of Leeds

Staff Benefits



Wellbeing and Fitness

Bodyline Fitness Membership

Flexible membership with a 30 day cancellation notice period at the same rate as annual membership.

Discounted Hairdressing and Beauty Service

Leeds City College – the Salon Leeds
0113 245344
Discounts on all services (some via appointment only)
Book via www.thesalonleeds.co.uk

Simplyhealth (Leeds Hospital Fund)

Access to discounted health benefits

APL Smart Clinic

Access expert support and advice for life's ups and downs 24/7, 365 days a year.
Access support when you need it, including counselling, physiotherapy and stress management

Leisure and Shopping

Vivup Employee Benefits

www.vivup.co.uk/users/sign_up
Under organisation choose: Leeds City Council – VA Schools

Discounts for Teachers

(available to all school staff)
www.discountsforteachers.co.uk

Teacher Perks

(available to all school staff)
www.teacherperks.co.uk

Services

Commuter Travel Club

Discounts on bus tickets
www.firstbus.co.uk/buy-tickets/corporate-travel/commuter-travel-club-employee-information

O2 offer

Up to 25% off your Airtime Plan when you buy a new phone or tablet on O2 Refresh.
With the employee discount programme, O2 Open using code LCC17.
www.o2.co.uk/open

Employment Benefits

Access to a good pension scheme
Through either the **Teachers Pension Scheme** or **West Yorkshire Pension Scheme**

National College Membership
www.nationalcollege.com

Wetherby High School CPD

Access to a wider range of personalised, bespoke CPD

Generous holiday allowance

Generous Maternity, Paternity and Adoption policies

Guidance for Applicants

Application Form

Please complete the Application Form provided with full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment please state the reasons why (e.g. gap year, career break, unemployed, etc). We require details of two referees, one of which must be your current or most recent employer. CVs are not accepted as part of the application process.

The supporting information section of the form is very important. It gives you an opportunity to explain why you are applying and why you are the best person for this job. Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. If you do not have enough space, please attach a separate sheet.

Please remember to sign the declaration on the final page of the application form, if you send us this electronically we will ask you to sign this at the interview and assessment stage.

Interview and Selection Process

Applicants who best meet all the requirements for the post will be short listed and details of the interview programme will be confirmed in writing.

As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children.

Under the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify on the application form. Please contact the School if you need to discuss this in any detail. We will consider any reasonable adjustments under the terms of the Equality Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Pre-employment checks:

References

If you are short listed we will normally take up references before the interview date. One of your referees must be your current or most recent employer. Two satisfactory references must be received before we confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. Copies of references or references that are addressed "to whom it may concern" will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process. Sickness absence record information will only be requested for the preferred candidate following the interview and assessment process. Consideration of the sickness absence information will comply with our responsibilities under the Equality Act.

Online Checks

Online Checks will be completed before interview for shortlisted candidates. The purpose of completing an online check for shortlisted candidates is to check if there is any information in the public domain that may impact on their suitability to work in a professional role with children. The online check will be conducted for shortlisted candidates before interview, where possible, so that any issues or concerns can be explored further with the candidate at interview. The online check will only consider material that is relevant to their role working with children, their professional reputation or the reputation of the school.

Disclosure and Barring Check.

Under the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013 and 2020), all posts at this School are classed as regulated activity and therefore an Enhanced DBS check will be undertaken. Checks will also be made against the Barred List. Applicants who are shortlisted will be sent a self-disclosure form to complete and return prior to interview/assessment. All such checks must be satisfactory before we confirm any offer of an appointment. As an employer we are only entitled to request information about convictions, cautions, reprimands and final warnings that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013 and 2020). Convictions that are not 'protected' will appear on an Enhanced Disclosure, even though they are 'spent'. For information regarding what criminal records history will appear and should be disclosed on application, please see the relevant flow charts on our website. Alternatively, guidance can be found on the DBS website. Please be aware spent and/or unspent convictions may not necessarily make you unsuitable for appointment. For further information about our use of Criminal Records information please see our Statement on the recruitment of ex-offenders below.

Medical Assessment

A satisfactory medical declaration must be made before we confirm any offer of an appointment.

Prohibition Checks

In accordance with our statutory responsibilities under the Education Act and outlined in Keeping Children Safe in Education 2023 we will carry out a check on any member of staff carrying out 'teaching work' to ensure they are not prohibited from teaching work. Each of the following activities is teaching work:

- Planning and preparing lessons and courses for students
- Delivering* lessons to students;
- Assessing the development, progress and attainment of students; and
- Reporting on the development, progress and attainment of students.

* "delivering" includes delivering lessons through distance learning or computer aided techniques. The activities specified above are not teaching work for the purposes of the Regulations if the person carrying out the activity does so (other than for the purposes of induction) subject to the direction and supervision of a qualified teacher or other person nominated by the Headteacher to provide such direction and supervision.

Overseas Checks

Where candidates have lived or worked abroad in the past 5 years for a period of 3 months or more we will carry out appropriate overseas checks. This will include including references from any overseas education employer where candidates have worked in an education setting overseas.

Validation of Qualifications

All short-listed candidates will be asked to bring original certificates of relevant qualifications to interview. These will be photocopied and kept on file and may be confirmed as genuine with the relevant awarding bodies. This will include checks to ensure that candidates appointed as qualified teachers have QTS status and where appropriate have successfully completed their statutory induction.

Right to Work in the United Kingdom

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants will be asked to provide proof of this at interview stage by producing some original documentation such as your passport or birth certificate to confirm your eligibility to work within the UK. Photographic proof of identity will also be required.

Equal Opportunities

We are committed to promoting best practice in our efforts to eliminate discrimination and to create a working and learning environment where everyone is treated fairly and with respect. We take action to ensure that nobody is treated less favourably than anyone else because of their colour, race, ethnic or national origin, religion, gender, sexual orientation, disability or age

Statement on recruitment policies, including the recruitment of ex-offenders

Further information about our recruitment policies and procedures, including our policy statement regarding the recruitment of ex-offenders is available on the recruitment pages of our school website. As an organisation which is exempt from the Rehabilitation of Offenders Act and using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, we comply fully with the DBS Code of Practice and undertake to treat all applicants for positions fairly. We do not discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

We are committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills, and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications, and experience.

We will send shortlisted candidates a disclosure form to complete prior to interview. We can only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Applicants should therefore disclose all spent and unspent convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013 and 2020).

Please refer to the flow charts on our website to determine convictions and cautions that should be disclosed. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences

Privacy Notice for Applicants



This privacy notice details and explains what personal data we will collect, share, store, and use (referred to as “processing” in the data protection legislation).

The categories of information that we process include:

- Contact details
- Copies of Right to Work documentation
- References
- Evidence of qualifications
- Employment records, including work history, job titles, training records and professional memberships

We may also process (when appropriate) information about you that falls into ‘special categories’ of more sensitive personal data. This may include information about:

- Race, ethnicity, sexual orientation, religious beliefs, and political opinions
- Disability and access requirements
- Photographs and CCTV footage
- Criminal convictions and offences
- Data about you that we have received from other organisations such as other schools, local authorities and the Disclosure and Barring Service in respect of criminal offence data.

This list is not exhaustive, to access the current list of categories of information we process please see the school’s Data Map, sometimes called the Record of Processing Activity (RoPA)

Why we collect and use workforce information

We use job applicants’ data to:

- a) enable us to confirm relevant experience and qualifications
- b) facilitate Safer Recruitment in accordance with our safeguarding obligations towards pupils
- c) enable us to monitor equalities
- d) to ensure access requirements can be met for candidates that need them.

Under the UK General Data Protection Regulation (UK GDPR), the legal basis / bases we rely on for processing personal information for general purposes are:

Article 6 (1) (c). **processing is necessary for compliance with a legal obligation to which the controller is subject.** and 6 (1) (e) - **processing is necessary for the performance of a task carried out in the public interest** or in the exercise of official authority vested in the controller.

In addition, concerning any special category data we rely on Article 9:

- Article 9 (2) (a) the data subject has given explicit consent to the processing of those personal data for one or more specified purposes,
- 9 (2) (c) To protect the vital interests of the individual;
- 9 (2) (f) in the event of legal claims or judicial acts,
- 9 (2) (i) As required for purpose of public health (with a basis in law)

We do not currently process any job applicants’ data through automated decision-making or profiling. Should this change in the future we will amend the privacy notice to include the rationale and your right to object to it.

Collecting job applicants’ information

We collect personal information from individuals directly, e.g., from application forms and references. Most data held will have come from you, but we may hold data about you from:

- Local authorities
- Government departments or agencies
- Police forces, courts, or tribunals

Data is essential for the school to function. Whilst the majority of personal information you provide to us is mandatory, some of it is requested on a voluntary basis. In order to comply with UK GDPR, we will inform you at the point of collection, whether you are required to provide certain information to us or if you have a choice in this and that you can change your mind at any time.

Storing workforce information

We hold data securely for the set amount of time shown in our data retention schedule. For more information on our data retention schedule and how we keep your data safe, please see the Data Map/RoPA and the Information and Records Management (IRMS) Toolkit for Schools [IRMS Schools Toolkit - Information and Records Management Society](#)

Who we share job applicants' information with

We do not routinely share information about you with any third parties without consent unless the law requires us, or our policies allow us to do so. Where we are legally required, to share personal information or our policies comply with the UK data protection law) we may share it with:

- our Local Authority (LA) Children's Services e.g., for safeguarding concerns
- Service providers such as HR (Human Resources) and recruitment advisers and consultants
- Employment and recruitment agencies

This list is not exhaustive.

Requesting access to your personal data

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, contact the Data Manager or the Data Protection Officer.

You also have the right to:

- to ask us for access to information about you that we hold
- to have your personal data rectified if it is inaccurate or incomplete
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing
- to restrict our processing of your personal data (i.e., permitting its storage but no further processing)
- to object to direct marketing (including profiling) and processing for the purposes of scientific/historical research and statistics
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you

If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

For further information on how to request access to personal information held centrally by the Department for Education (DfE), please see the 'How Government uses your data' section of this notice.

Withdrawal of consent and the right to lodge a complaint

Where we are processing your personal data with your consent, you have the right to withdraw that consent. If you change your mind, or you are unhappy with our use of your personal data, please let us know by contacting info@wetherbyhigh.co.uk

Last updated

We may need to update this privacy notice periodically, so we recommend that you revisit this information from time to time. This version was last updated in July 2024

Contact

If you would like to discuss anything in this privacy notice, please contact: **Richard Lewis-Ogden, Data Protection Officer** on DPO@bywaterkent.co.uk