

Position of  
**HEAD OF YEAR**  
Yarm School,  
North Yorkshire



Co-educational | Day School | Ages 3-18 | HMC



[WWW.YARMSCHOOL.ORG](http://WWW.YARMSCHOOL.ORG)





## HEAD OF YEAR

We are looking for a motivated, suitably qualified and experienced teacher to join our Pastoral Team as Head of Year from September 2023. The Head of Year is responsible for the provision of pastoral care within one specific year group (from First Year (Year 7) to Fifth Year (Year 11)) and will have the vision and presence to lead a team of Tutors to achieve this. The post-holder usually remains with that year group for a number of years, assisting and supporting them as they progress through the School.

## THE CANDIDATE

This is an excellent opportunity for those wishing to develop their career in the pastoral life of a thriving school and take responsibility for the progress, well-being and attainment of an entire cohort of pupils. The successful candidate will join an outstanding and well-established pastoral team committed to fulfilling the School's mission of 'educating for life'.

Aside from a passion for pastoral care and appropriate professional experience, all candidates should be keen to contribute to the broader life of the School through cultural, sporting or other extra-curricular activities. This is an expectation for all teachers at the School.

## THE ROLE

The Head of Year will lead on establishing and monitoring the tone, atmosphere and expectations consistent with the pupils' age and stage, and work alongside relevant colleagues, such as the Deputy Head (Academic), the Director of Learning Skills and the Health and Wellbeing Practitioner, to monitor academic welfare and progress, behaviour and well-being. The Head of Year is line managed by the Head of Middle School, who oversees and supports all of the Heads of Year across Key Stage 3 and 4 and is accountable to the Senior Deputy Head, who has oversight of pastoral care and discipline throughout the School. This role requires fairness, empathy, discipline, effective organisation and the ability to connect and communicate positively with pupils, parents and colleagues.

The Head of Year position receives a timetable reduction to reflect the significance and nature of the role. Applicants should be able to offer a teaching subject - or subjects - that the school delivers as part of its curriculum. Candidates from the full range of subject disciplines will be considered on the merits of their overall application. Candidates called to interview will be observed teaching as part of the overall programme.



## **PASTORAL CARE AT YARM SCHOOL**

There is a strong sense of community at Yarm School. We aim to provide a caring and safe environment through our Pastoral Care structure, in which each pupil is able to realise their full academic, social, cultural and sporting potential. Our values are based on respect for every member of the community, on thoughtfulness and courtesy.

Every pupil has the right to feel happy and safe at school. We aim to instil high personal and social standards, within a friendly atmosphere, characterised by mutual tolerance and respect in which pupils of all ethnic and cultural backgrounds, of all religious persuasions and of various levels of ability are welcome and supported.

We recognise that our pupils have various talents and differing rates of development and therefore attach great value to every achievement, however modest, which stems from their efforts. Therefore, we positively encourage an appreciation of, and respect for, the work of every member of our community.

We expect our pupils to do their best to aspire to excellence, to be diligent, honest, reliable, punctual, to take pride in their appearance and to practise good manners in their relationships with one another and with staff.

The emotional health and welfare of each pupil is nurtured within the School to reflect these aims. We set great store by the way we care for every individual so that they can thrive and flourish. We seek to ensure that we provide a safe environment in which every pupil is respected and listened to by adults.

The Schools each operate a 'house system' to promote friendships between pupils of different year groups, to offer opportunities for working as a team and to develop an even greater sense of belonging. A spirit of friendly rivalry exists between the Houses, rivalry which is given ample opportunity to manifest itself in a wide range of inter-house competitions. Students are encouraged to develop a sense of pride in their House, working not just for themselves but for others. Charity fundraising activities and trips out are also organised by the houses.



## THE SCHOOL

Yarm School was founded in 1978. Growing quickly since that time, it is now firmly established amongst the country's leading co-educational day schools, with a superb academic reputation as well as a firm commitment to extra-curricular activities and trips. In addition to the Senior School, there is a Preparatory School, and a Pre-Prep which includes a Nursery. In total, there are over 1,100 pupils between the ages of 3 and 18.

There is an impressive array of facilities and accommodation at the Senior School, including a large classroom wing on the banks of the Tees which enjoys beautiful views, a dance studio, extensive sport and drama facilities, underground changing rooms and a bar serving the award-winning Princess Alexandra Auditorium.

The Pre-Prep and Preparatory Schools have their own self-contained accommodation on a safe and equally delightful site. The Pre-Prep is housed in a modern purpose-built development, whilst the Preparatory School is located on the site of the original Yarm Grammar School founded in 1590.

The School has ample outdoor space, sporting facilities, a boat house and friendly communal areas. A timber yurt provides space for the outdoor education and eco school curriculum.

## LOCATION

Yarm is a beautiful market town on the edge of the Teesside conurbation which enjoys easy access to both town and countryside, including the nearby North York Moors, Yorkshire Dales and stunning coastline. Opportunities for outdoor pursuits and exploration of all kinds are many and varied. Similarly, the cities of Newcastle, York and Leeds are within close range and provide much in the way of arts and culture. With superb rail network links in the town itself and nearby, London is also only 2.5 hours away by direct train.

The school is very much a part of the town, with pupils, staff and parents enjoying all that the buzzing High Street has to offer by means of shops and cafes.

## ETHOS

Yarm has a strong commitment to educating the whole child – 'educating for life'. We offer an extensive range of extra-curricular opportunities, both within and outside lessons, which help to foster inter-personal skills, confidence and build relationships. A Yarm education is about far more than just academic achievement.

Each pupil is strongly encouraged to take part in extra-curricular activities. There is a huge range of clubs and societies which meet either during the two timetabled Activity lessons, at lunch-time or after school on a regular basis. Over 50 activities take place each week, as diverse as canoeing and chess, community action and gardening.

Sport plays an important role in the life of the school, not just through the generous time provision for PE and Games lessons, but through the many opportunities to represent school teams in a diverse range of sports and at all ages. Facilities are superb and cater impressively for rugby, hockey, netball, rowing, tennis, cricket, rounders, athletics and general fitness.

At weekends and during the holidays there are frequent trips and expeditions, many of them adventurous. Outdoor education is a major part of life at Yarm, and pupils can explore caves, climb mountains or traverse entire countries in canoes! We have two full time, highly qualified members of staff whose sole remit is to provide these fantastic opportunities.

The school life of Yarm pupils is varied, exciting, and fast-paced. There is never a dull moment as we embody our philosophy of 'educating for life'. Our teachers embrace the extra-curricular programme and enjoy the opportunity it affords them to pursue areas that interest them or indeed learn new skills themselves.

The performing arts are thriving at Yarm. Music enhances the everyday life of the School. With outstanding facilities, such as the 750 seat Princess Alexandra Auditorium, the Studio Theatre, Dance Studio, Recital Room and the superb Music School we offer an extremely vibrant programme of concerts, recitals, plays, dance shows and musicals. Many cultural events which take place in the stunning Princess Alexandra Auditorium are open to the wider community and regularly attract audiences in the many hundreds.





## **BENEFITS OF TEACHING AT YARM**

We have a staff of highly qualified and enthusiastic teachers who first and foremost nurture the development of each child in our care.

The teaching staff comprises 63 full-time and 18 part-time staff in the Senior School; there are a further 24 full-time and 7 part-time teachers in the Preparatory School. In total, the School employs some 240 individuals, many of whom have important specialist, professional and technical skills and experience to facilitate the smooth-running of the School.

The Headmaster, Dr Huw Williams, is a member of the Headmasters' and Headmistresses' Conference (HMC). The Head of the Preparatory School is a member of IAPS and also represents the School at HMC Junior Heads' meetings.

Yarm has an exceptionally well-qualified and dedicated staff. Teaching groups are considerably smaller than in the maintained sector, with classes typically being of

around 20 pupils in years 7-11 and lower still at Sixth Form. The facilities, resources and positive ethos make for a particularly happy working and learning environment and teaching staff receive a generous discount on school fees. Employees are offered a generous staff benefits scheme which provides discounted shopping, days out, restaurants, gym membership and more. Yarm and the surrounding area are wonderful places to live.

Yarm School has its own competitive pay scale which exceeds the National teachers' scale. School holidays are longer by about 3 weeks than those in the state sector. Free school meals during term-time are offered to teachers and are very popular and staff rooms have complimentary coffee/tea biscuits.

Many staff make use of the School's fitness suite and sports facilities.

There is ample free parking on site.

## CRIMINAL RECORDS CHECK

Yarm School is required to seek a Disclosure from the Disclosure and Barring Service (DBS) in respect of successful applicants for all posts at the School where staff may come into contact with children. A criminal record will not necessarily be a bar to working in the School. Applicants who are invited to interview will be asked to submit a Criminal Declaration Form before attending the interview in which they will answer a number of targeted questions about any criminal history or information that would make them unsuitable to work with children. More information about this can be found at:

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>.

A copy of the School's policy on Vetting and Suitability Checks and the DBS Code of Practice may be obtained from the School Manager. Before an appointment is made routine checks will be undertaken to confirm identity and qualifications etc.

This post is a pupil-facing role and is therefore exempt from the Rehabilitation of Offenders Act 1974. This means that you will be required to confirm that you are not on the DBS Children's Barred List or disqualified from working with children, and further to declare any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020) or other Orders of the Courts made against you, even if they would otherwise be regarded as 'spent' under this Act.

## SAFEGUARDING

Yarm School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to vetting checks including an enhanced DBS check.

Applicants for all vacancies at Yarm School are encouraged to read these policies on our website before applying:

[Safeguarding and Child Protection Policy](#)  
[Vetting and Suitability Policy](#)

## EQUAL OPPORTUNITIES

Yarm School is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of any protected characteristics as defined in law. We welcome applications from anyone who considers that they meet the requirements of the job advertised.

## APPOINTMENT PROCEDURE

Applications will only be accepted on the application form provided by the School. This should be completed electronically. All questions must be answered. The candidate may also submit a Curriculum Vitae if he / she wishes but this is not a requirement. Applications should be submitted by email with a covering letter explaining why the candidate and post are mutually suited.

## APPLY

The application form is available on the [Yarm School website](#).

**Deadline: as soon as possible and no later than midday on Thursday 2nd March.**

The school reserves the right to interview before the closing date if appropriate to the context of the field. **Early applications are therefore very much encouraged.**

Applications should be submitted to:

[head@yarmschool.org](mailto:head@yarmschool.org)

Headmaster, Dr Huw Williams

Yarm School, The Friarage, TS15 9EJ

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