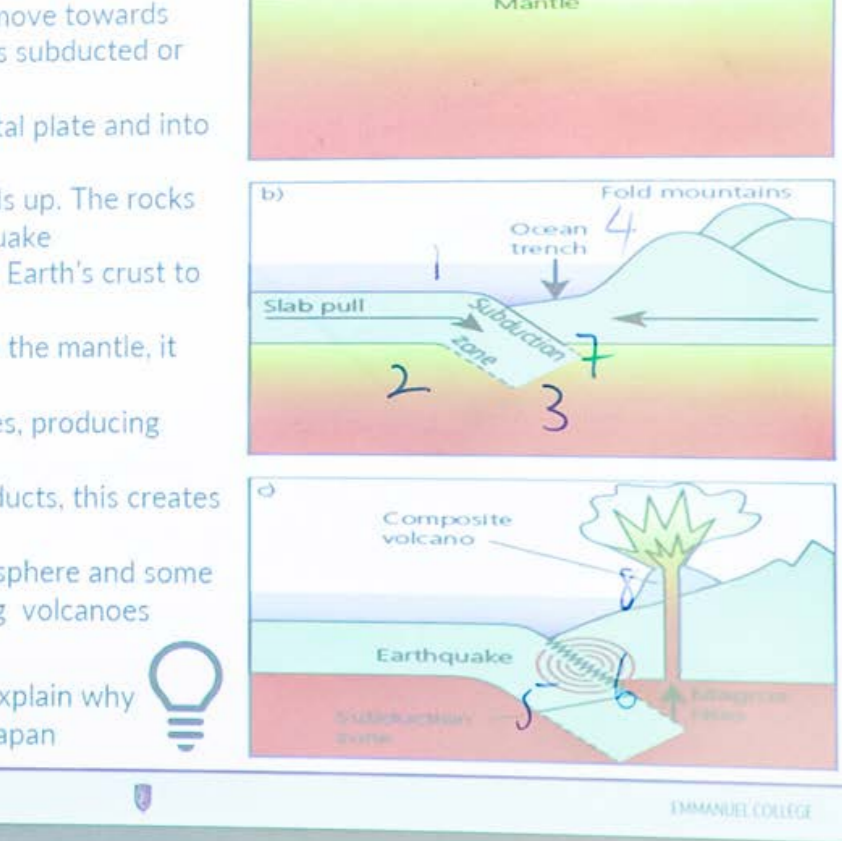




EMMANUEL COLLEGE  
*Emmanuel Schools Foundation*

# HEAD OF LANGUAGES

VALUED, CHALLENGED, INSPIRED



“WE OFFER OUR BEST TO EVERYONE AND EXPECT THE AMAZING BECAUSE WE BELIEVE IN THE INNATE POTENTIAL OF ALL PEOPLE”

# WELCOME

Dear Applicant

I am delighted that you are interested in applying to be Head of Languages at Emmanuel College.

We truly believe that Emmanuel College is a fantastic and exciting place to study as a student and work as a teacher. We are looking for a candidate who believes that languages is an inspiring and beautiful subject, to be taught with creativity, expert pedagogy and sustained rigour.

At Emmanuel, we are proud of our languages curriculum which is underpinned by a strong commitment to ignite students' curiosity and love of languages; equipping young people with the tools to express their own ideas in another language is a precious opportunity, to be highly valued by all. Equally, by enabling students to step beyond their own familiar cultural boundaries and appreciate the customs and traditions of others, the Languages team seeks to engender tolerance, respect, empathy and compassion.

As Head of Languages, you would join a department which comprises a highly motivated and skilled group of individuals who work hard to deliver exceptional provision. Each member of the team is supported and highly valued, in the belief that collaboration is the key to serving both our students and each teacher's professional development.

As a head of department, you would be a member of the College Leadership Group where you would have the opportunity to share your opinion and input into a wide range of issues across College. We believe that heads of department should have the autonomy they need to lead their department and that they should be fully supported to do this by giving them a line manager who understands their department and subject well.

Emmanuel College is a truly exceptional school, with excellent leadership, teaching and support for our students. As a Christian-ethos school of character for the whole community, everyone is welcome whatever their educational background and ability, faith position, social or ethnic background. Student behaviour is excellent and we put a great deal of emphasis on ensuring that staff can

work in an environment where students want to learn. These high standards are maintained because of a relentless commitment to expectations and routines and so each teacher should be enthusiastic about upholding these. We are committed to the holistic development of young people: outstanding teaching goes hand in hand with opportunities for character development.

As Head of School, I am looking for teachers and leaders who are passionate about their subject, have expert subject knowledge and care deeply about securing the best life chances for the young people in our care. I am also interested in learning about you as a person and what you might offer the College beyond the languages department. We firmly believe that for students to gain the most from school they should be able to experience a wide range of co-curricular offerings and your perspective on this would be most useful.

We believe that we are an outstanding school, not because of any external judgement, but because we have a deep and abiding commitment to do the best we can for the students, teachers and leaders in our care. We want our College to be a place where staff come to work excited about the lessons they are going to teach and looking forward to strengthening the relationships they have with colleagues as well as students.

One of you reading this will become our next Head of Languages and will be able to lead on the implementation of the languages curriculum you have always dreamed of. If you have long said to yourself "this is what the perfect languages department would do", then we want to give you the opportunity to create just that.

If what you have read above excites you and aligns with your personal values, experience and ambitions, then you are probably the right person for this role and you will love working here.

  
Nat Ogborn MA  
Head of School

# MISSION

## CHARACTER EDUCATION

We build good character. We learn about good character, why it matters and how to develop it.

## CURRICULUM EXCELLENCE

We are determined to achieve a personal best. We provide a broad ambitious curriculum that ensures excellent student learning, progress and future destinations.

## COMMUNITY ENGAGEMENT

We serve with gratitude. We use our gifts to benefit the community and the environment.

## OUR CORE VIRTUES



“  
ALL PEOPLE ARE INFINITELY  
PRECIOUS, MORALLY  
RESPONSIBLE AND GIFTED  
FOR A PURPOSE”



“  
**SUPPORTING STUDENTS  
AND STAFF TO BECOME  
THE PERSON THEY HAVE  
THE POTENTIAL TO BE”**

# SUPPORT

We recognise that staff are our most important resource: they will have the biggest impact on the quality of education that our students receive. The Emmanuel staff body is an impressive group: well qualified, highly motivated and eminently hardworking. Colleagues are keen to continue developing their subject knowledge, pedagogical sophistication and classroom practice and the College is committed to doing all it can to support them in these endeavours.

The professional development of staff is a priority for us. All colleagues have access to a well-structured and high-quality CPL programme suited to the stage in their teaching journey and all heads of department have the chance to pursue an NPQLT qualification through a national provider.

As a line manager, you will play an important role in overseeing the wellbeing, as well as performance, of your staff. This is also the case for our heads of department: you will have a line manager from the senior team who

is deeply interested in you, your welfare as well as your development. Furthermore, the Head of Languages benefits from the sense of collegiality and stimulation provided by membership of the College's Wider Leadership Team.

In addition to the normal remuneration package that includes a contributory pension scheme, company sick pay and maternity/paternity leave, Emmanuel staff enjoy a number of additional benefits. These include a daily lunch allowance, free use of our fitness suite, parking on the College grounds, as well as access to Care First, a free, independent and confidential resource available to employees that can help with all manner of needs.

There is a sense of real community amongst the Emmanuel staff body. Various social events sit alongside the long tradition of colleagues getting together after the College day to play football or netball – new players always hugely welcome!



# THE DEPARTMENT

The Languages department consists of a hard-working and enthusiastic team of 11 staff committed to ensuring that every student in College achieves his or her potential. The department has established a firm tradition of expert classroom teaching; internal communication and a collaborative atmosphere are strong features of the team which is forward-looking, innovative and united with a clear sense of purpose.

The acquisition of grammatical knowledge underpins every stage of the curriculum journey and is intrinsically intertwined with the development of core communicative skills, enabling our pupils to both understand and communicate effectively in another tongue. As students at Emmanuel grow in their understanding and application of grammatical knowledge, they have the tools to articulate their own ideas with increasing fluency, creativity and accuracy.

The College celebrates the range of languages we offer our students; in addition to French, German and Spanish, Latin and classical Greek are also taught. All students choose two modern languages to study in Key Stage 3 and the vast majority continue with at least one language to GCSE. In a national context where languages have suffered a period of decline, our provision bucks the trend and is exceptional. The study of languages at A Level is well-established with a healthy take-up in Years 12 and 13.

In Year 7, students are taught in groups with a range of ability which has proved to be valuable for developing students' foundational skills. Progression throughout

Key Stage 3 sustains classes with a wide ability range, as well as targeted attainment groups for purposes of challenge, scaffolding and support. The department assesses students once every half term, with the assessments used to inform the progress each child is making.

In Years 7 to 9, all students follow a programme of study aligned to and exceeding the requirements of the National Curriculum. Although Emmanuel takes a full range of ability, we are committed to entering a high proportion of students at GCSE level and currently follow the AQA specification. Teaching a language at Emmanuel is challenging because students work hard and generate a great deal of work! It is, however, a rewarding task. Students value the subject and respond well to the atmosphere of high expectations. The authoritative teaching of subject specialists is a hallmark of the department and we are proud of our contribution to the co-curricular activities of the College which includes the Spelling and Translation Bee.

A Level languages have for many years been popular subjects in the Sixth Form offering. As a department, we feel passionate about nurturing a continued culture of excellence and interest post-16; languages clearly have a pivotal role to play in the provision of an ambitious and forward-looking sixth form curriculum. In addition to providing intellectual stimulation and challenge, they help equip our pupils with the skills and cultural capital they need to help them succeed in life.



“  
GRADES ARE THE CURRENCY  
WITH WHICH STUDENTS  
BUY A BETTER FUTURE”



“  
OPEN MINDS, A THIRST FOR  
KNOWLEDGE AND INTELLECTUAL  
ACADEMIC CURIOSITY”

# ACADEMIC EXCELLENCE

The Emmanuel College curriculum is designed to engage all students, no matter their background, in a broad and balanced range of subjects. Highly effective teaching and learning principles share our practice and are embedded within every classroom.

### Our curriculum enables students to:

1. acquire the knowledge and cultural capital they need to succeed in life;
2. cultivate strong character and the intellectual discipline to apply their learnt knowledge correctly.

### Emmanuel College is committed, for all students, to:

1. have access to an ambitious, coherent, knowledge-rich curriculum that allows all students to acquire and apply knowledge;
2. experience a straightforward delivery of said curriculum, supported by effective sequencing of topics with long-term learning at its core;
3. engage in reliable assessments that accurately gauge students' progress through the curriculum and further embed knowledge.



# THE PERSON

We are looking to appoint a dynamic and enthusiastic leader who will confidently step into the role of Head of Languages, leading our team of motivated and experienced staff and moving the department beyond outstanding. You must possess the skills and determination to make a significant difference to the lives of our students and share our goal of helping all students to achieve more than they ever thought possible. You will ensure exceptional teaching and learning is in place in languages to ensure outstanding outcomes for students. You will believe in holistic education where character matters alongside excellence in the academic curriculum, but you will also have a track record of ensuring rapid academic progress in the classroom.

The successful candidate will be able to lead a team of teachers to deliver an exceptional languages curriculum at Key Stages 3, 4 and 5. We expect all applicants to be well qualified, self-motivating, adaptable and imaginative. They will be keen to join a team that is committed to achieving academic excellence in their teaching of languages to students of a wide ability range between the ages of

11 and 18. A particular interest in recent developments in your specialism, experience in the application of ICT within your curriculum area and an awareness of current languages curriculum initiatives would be an additional advantage.

There is no requirement that individual teachers should be Christians, but it is essential however that all staff understand and enthusiastically support our mission, ethos and values. There is a remarkable unity of purpose within the current staff team as individuals unite around our core beliefs that people are infinitely precious, gifted for a purpose and morally responsible. A desire to work with the most disadvantaged in our communities and those with low academic starting points, as well as with the most able and those from more privileged backgrounds, is an essential prerequisite.

If, prior to submitting your application, you wish to visit Emmanuel College to find out more about the role and the College, then you would be most welcome.

GENERAL  
INTEREST

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**WE BELIEVE IN EXCELLENCE IN CHARACTER DEVELOPMENT, LEARNING ACROSS THE CURRICULUM AND SERVICE TO OUR COMMUNITIES”**





“

**A PLACE WHERE EVERYONE IS  
WELCOME AND SAFE”**

# THE **ROLE**

Responsible to the Assistant Vice Principal (Academic Standards) for:

**The rapid progress and exceptional academic achievement of all students in languages with a particular emphasis on:**

- being a visible example of our ethos, core virtues and leadership expectations that we hold;
- ensuring decisions are driven by quality of provision and student progress data;
- building a cohesive staff team where the development of staff as teachers (both subject knowledge and quality of instruction) and leaders (career development and succession planning) is a core part of your practice.

**Implementing an exceptional languages curriculum and providing opportunities for students to enjoy languages beyond the school classroom with a particular emphasis on:**

- ensuring the curriculum contains a clear progression from KS2 to KS5 and beyond and that all staff can articulate what is taught, why it is taught at that point in the curriculum and what it will lead to next for the students;
- implementing schemes of work that clearly define the substantive and disciplinary knowledge and vocabulary that students need to master and which lead to consistently exceptional teaching;
- building meaningful curriculum links to local industry as well as a wide range of enrichment opportunities to engage all groups of students and build their cultural capital.

**Ensuring languages teaching is consistently exceptional with a particular emphasis on:**

- ensuring that schemes of work and lesson resources support consistently exceptional teaching and are regularly reviewed/improved through collaborative planning;
- leading regular quality assurance of effectiveness of teaching across the department, continually identifying examples of best practice to be disseminated and areas for improvement to be addressed through collaborative planning and support;
- creating a culture of reflective practice and improvement and professional dialogue across your team so that staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.



# THE OPPORTUNITY

This is a rare opportunity which would suit an experienced teacher who wishes to develop his/her skills.

## PERSONAL SPECIFICATION

You will have:

- Bachelor's Degree or equivalent;
- teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- the ability to teach French **OR** Spanish (essential);
- the ability to teach French **AND** Spanish (desirable);
- awareness of current developments in languages with a lifelong commitment to learning;
- a clear demonstrable record of excellent classroom practice;
- experience of leading others;
- the ability to articulate how a Christian ethos could be developed and the capacity to contribute to this;
- experience of working strategically with data;
- excellent people skills with the ability to build long-term relationships;
- strong communication skills and high levels of literacy;
- excellent organisational skills;
- high energy levels and a willingness to work hard;
- understanding the characteristics of effective strategies used to raise student attainment in languages;
- confidence in using technology, both within the classroom and beyond;
- willingness to participate in co-curricular activities;
- commitment to being part of our wider school community.

## PERSONAL ATTRIBUTES

The successful candidate will:

- be committed to student learning and raising achievement of all students through his/her teaching;
- have very high expectations for the learning and achievement of all students;
- be enthusiastic with the ability to inspire our students;
- demonstrate consistently the qualities of an outstanding learning practitioner through his/her own professional work;
- demonstrate commitment, reliability and integrity;
- have energy and resilience;
- be flexible and adaptable to changing circumstances and new ideas;
- have the ability to get things done with imagination, vision, drive, strength and character;
- be a model of professionalism, through his/her conduct in and around the workplace and when representing the school;
- exemplify excellence in his/her relationships with, and attitudes to pupils, parents, colleagues, governors and other professionals with whom they have contact as part of their role.



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**A PLACE WHERE ALL STUDENTS AND STAFF HAVE EQUALITY OF OPPORTUNITY AND SUPPORT”**



# APPLICATION DETAILS

## Vacancy details:

Leadership L9 - L12

Required to start September 2024

## Deadline:

Closing date: **Monday 26 February at 9:00am**

Interviews will take place the following week

## How to apply:

Potential candidates are more than welcome to arrange a visit to the school. For further information, please visit [www.emmanuelcollege.org.uk](http://www.emmanuelcollege.org.uk) or call HR on 0191 461 4156 or email [hr@emmanuelctc.org.uk](mailto:hr@emmanuelctc.org.uk). A CV may be submitted to supplement your application but will not be accepted in replacement of a completed application form.

[APPLY ONLINE HERE](#)

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. This post will involve daily contact with children and is subject to an enhanced DBS check. In addition, as part of the shortlisting process, and in accordance with statutory guidance, we may carry out an online search (for publicly available material) to help identify any incidents or issues that have happened which we may want to explore with shortlisted applicants at interview.

Please note that this detail is indicative and can be amended, updated or replaced as felt appropriate at any time and in order to remain in line with any future legal requirements or expectation.



**EMMANUEL COLLEGE**

*Emmanuel Schools Foundation*

Lead Principal **Matthew Waterfield MA** Head of School **Nat Ogborn MA**

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**EMMANUEL SCHOOLS  
FOUNDATION**