

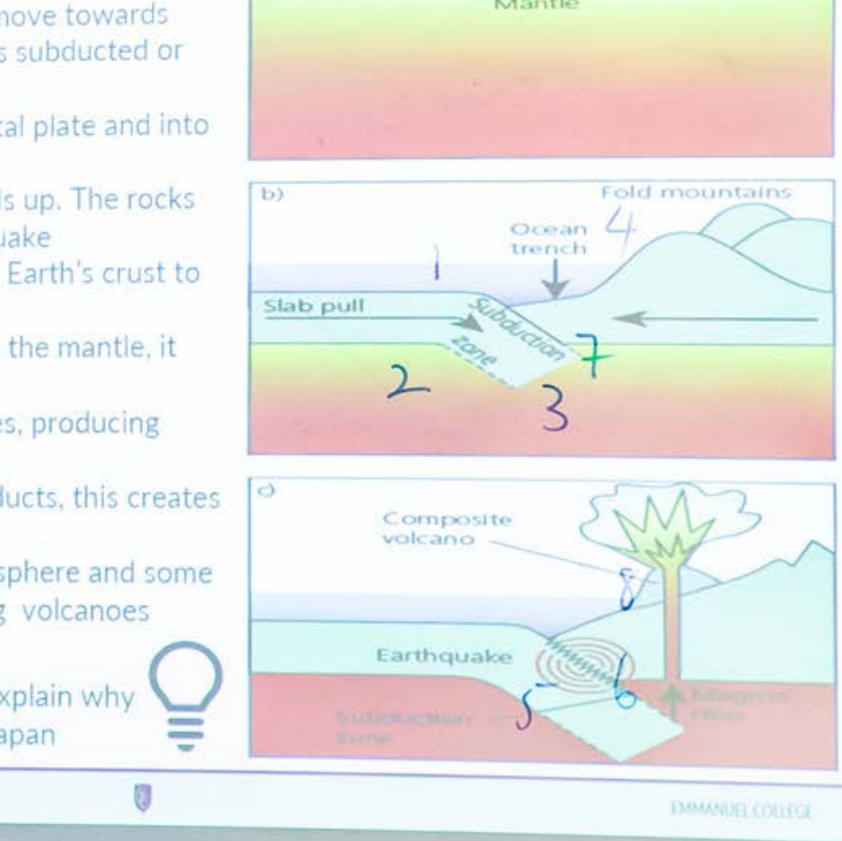


EMMANUEL COLLEGE

*Emmanuel Schools Foundation*

TEACHER OF ENGLISH

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 a Teacher of English 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 English is an inspiring and beautiful subject, to be taught with creativity, expert pedagogy and sustained rigour.

At Emmanuel, we are proud of our English curriculum, which is underpinned by a commitment to literary texts and high standards of reading, writing and spoken language. Our English team is committed to ensuring students receive excellence, facilitating access to worlds outside of students' own and raising aspirations to achieve a personal best.

As a Teacher of English, you would join a department driven with purpose, cognisant of the need to ensure all students receive high-quality teaching. Alignment with the department vision and commitment to collaboration are both essential to the effectiveness of working together as a team. All members of the department are valued and supported; strength of practice is celebrated as well as opportunities cultivated to furnish the development of the individual.

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 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 English classroom. 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.

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.

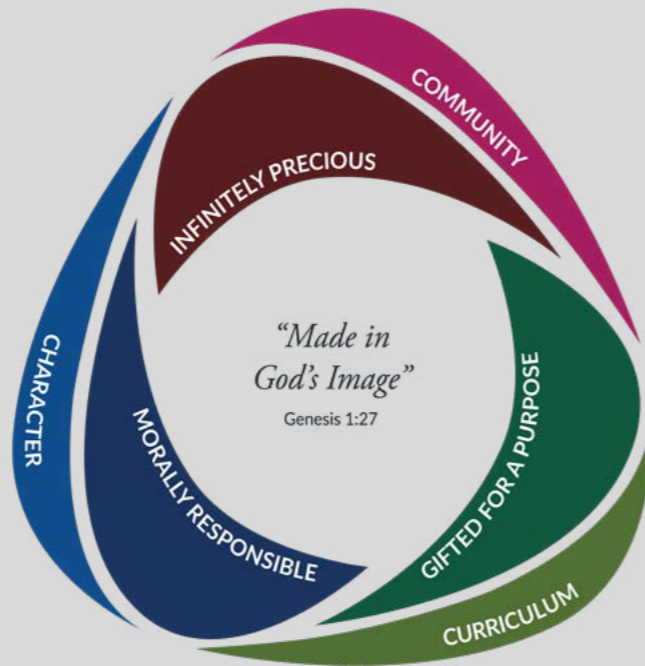
## CURRICULUM EXCELLENCE

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 their stage in their teaching journey and all teachers have the chance to pursue an NPQ through a national provider. Each member of staff has a line manager who is deeply interested in their

wellbeing as well as their performance.

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 English department consists of a hard-working and enthusiastic team of 12 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 sharing of ideas are strong features of the team. Clear expectations and approaches to standards of excellence in reading, writing and spoken language are parameters that unify our craft and ensure high aspirations for all.

There are 240 students in each year group from 7 to 11, with nine sets in each. In Year 7, students are taught in groups with a range of ability which has proved to be a valuable asset to literacy transition. Progression throughout Key Stage 3 sustains classes with 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 setting and the progress each child is making.

Although Emmanuel takes a full range of ability, we are committed to entering all students at GCSE level. Teaching English 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.

A Level English Literature and A Level English Language remain popular subjects within the Sixth Form offering. As a department, we feel passionate about nurturing a continued culture of excellence and interest post-16. We have developed a challenging curriculum across both strands, empowering students to experience the breadth of literary and linguistic pedagogy. The English department is well furnished with A-Level experience providing instrumental guidance for those newly undertaking this stage of specialism. We follow AQA English Literature and AQA English Language specifications.



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**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

The successful candidate will be able to work within a team of subject specialists led by the Head of English to deliver the English curriculum at Key Stages 3, 4 and possibly Key Stage 5. We expect all applicants to be well qualified, self-motivating, adaptable and imaginative and keen to join a team that is committed to achieving academic excellence in their teaching of English to students of a wide ability range between the ages of 11 and 18.

Your motivation as a teacher will be the positive care and development of young lives and you will view children as individuals, gifted with unique abilities and potential regardless of background, ability or behaviour. A high level of commitment to achieving academic excellence compounded by proficient subject pedagogy and high standards of delivery is a prerequisite for this post. You will have the highest expectations of students, refusing to believe that socio-economic deprivation or special educational needs should act as a barrier to success, and possessing a natural authority in the classroom. You will

aspire to be an outstanding teacher, combining a mastery of your subject with strong relationships with young people, and having a confident grasp of the craft of the classroom.

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 deprived 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

“

**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**

All teachers are responsible, through their head of department, to the Head of School for:

**Creating the very best opportunities for learning and the pursuit with a particular emphasis on:**

- carrying out effective planning and instruction, ensuring that teaching and learning is differentiated and thus suitable to stretch all students in every teaching group;
- providing appropriate homework and class work tasks for students that will promote effective learning and ensure rapid progress;
- marking work, providing honest but motivational feedback to students and ensuring that feedback is acted upon.

**Striving for the achievement of every child's personal best with a particular emphasis on:**

- supporting students effectively in their preparation for internal and external examinations;
- communicating effectively with parents by providing clear, accurate and informative information through the College reporting system, and at other times as necessary;
- providing timely, accurate information regarding any concerns over academic progress to their head of department.

**Developing students' character with a particular emphasis on:**

- cultivating responsibility for learning and intellectual discipline;
- promoting exemplary standards of discipline, deportment and dress within and beyond the classroom in line with the College discipline policy;
- providing students with quality opportunities for servant-hearted leadership.



# THE OPPORTUNITY

## PERSONAL SPECIFICATION

You will have:

- Bachelor's Degree or equivalent in English;
- teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- awareness of current developments in English with a lifelong commitment to learning;
- evidence of successful secondary teaching/teaching practice;
- the ability to articulate how a Christian ethos could be developed and the capacity to contribute to this;
- excellent people skills with the ability to build long-term relationships within a team;
- strong communication skills and high levels of literacy;
- excellent organisational skills;
- high energy levels and a willingness to work hard;
- a commitment to raising student achievement;
- 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:

M1 - U3

Applications from ECTs and experienced teachers are welcome

Required to start September 2024

## Deadline:

Closing date: **Friday 9 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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[www.emmanuelcollege.org.uk](http://www.emmanuelcollege.org.uk)



**EMMANUEL SCHOOLS  
FOUNDATION**