

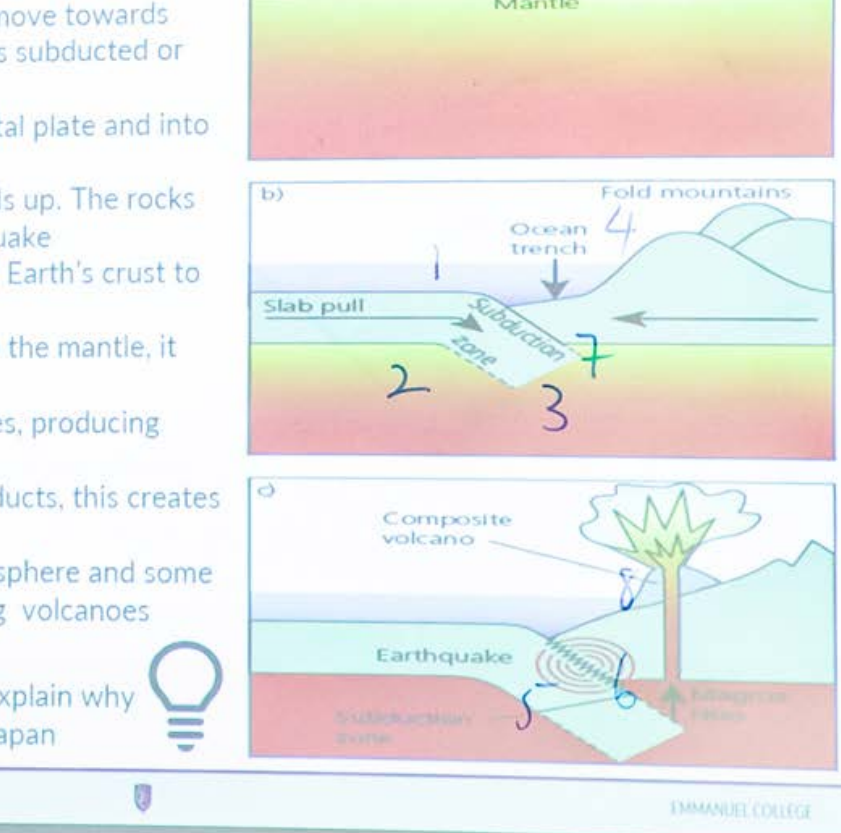


EMMANUEL COLLEGE

Emmanuel Schools Foundation

VICE PRINCIPAL
(BEHAVIOUR AND ATTITUDES)

VALUED, CHALLENGED, INSPIRED



WELCOME

Dear Applicant

We are delighted that you are interested in applying to be the Vice Principal (Behaviour & Attitudes) at Emmanuel College.

Following the promotion of the previous post-holder within Emmanuel Schools Foundation, we are seeking to appoint an exceptional candidate to the position of Vice Principal (Behaviour & Attitudes). The successful candidate will join an experienced and highly committed senior management team and play a key role in the future development and continuing success of the school. They will be responsible for securing an 'outstanding' judgement in terms of Behaviour and Attitudes in external inspection, being able to skilfully demonstrate and evidence exceptional provision in all areas of Behaviour and Attitudes to the Trust's senior leaders, governors and trustees. They will highlight areas for improvement wherever they are evident at whole-school, department or an individual level. They will also be tenacious in problem-solving and leading change.

Emmanuel College is led strategically by the Senior Leadership Team. This consists of the two Vice Principals, the Head of School, and the Lead Principal. Mr Ogborn is Head of School. He provides operational leadership of the College, leading the staff team day to day. The Vice Principals report directly to Mr Ogborn. Mr Waterfield is a member of the Executive Team of the Emmanuel Schools Foundation and is Lead Principal over Emmanuel College and ESF's sister school in Gateshead, Grace College. As such, Mr Waterfield has executive oversight over both schools.

We work as part of the Emmanuel Schools Foundation (ESF), a growing multi academy trust in the North-East and there will be exciting opportunities to work with colleagues across the MAT, in

relevant areas of expertise. There are two ESF schools in Gateshead, Emmanuel College and Grace College. The successful candidate will have the opportunity to work collaboratively with colleagues from Grace via Gateshead ESF meetings, in which the two senior leadership teams work closely together on shared priorities.

We truly believe that Emmanuel College is a fantastic and exciting place to study as a student and work as a member of staff. We are looking for a candidate who believes that all students should receive exemplary holistic care that is the result of the successful partnership between students, teachers, support staff and parents.

We believe that we are an outstanding school, not merely because of any external judgement, but because we have a deep and abiding commitment to do the best we can for the students, staff and leaders in our care. We want our College to be a place where staff come to work excited about their day 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.

Matthew Waterfield MA
Lead Principal

Nat Ogborn
Head of School

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

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 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. The role of Vice Principal includes the line management of Assistant Vice Principals, as well as

other leadership staff as appropriate. The Vice Principal is a member of the Senior Management Team and the College's Senior Leadership Team, which provides collegiality and support. You will be line managed by Mr Ogborn, Head of School.

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!





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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 have a highly robust and detailed understanding of all aspects of securing exemplary Behaviour and Attitudes in a secondary school context. They will have demonstrated impact with significant measurable improvement in provision in their current setting. They will be able to easily transfer this experience to our setting and align it to our ethos. They will be an exceptional, servant-hearted leader, who already has some experience of leadership at a whole-school level. They will be able to demonstrate excellence in their own classroom practice and will evidence significant investment in their own professional development.

All senior leaders within our school are passionate about our ethos and committed to rigorously promoting and upholding the vision, mission of the trust and living out

our core virtues. The successful candidate will be deeply committed to their own development and keen to take on new challenges and move beyond their comfort zone and will ideally be ambitious to progress towards Principalship.

Emmanuel Schools Foundation is committed to observing the provisions of the Equality Act 2010 and in particular to eliminating bias and all unlawful discrimination. We strive to ensure that our core virtues are placed at the heart of everything we do and that they provide a foundation for upholding fairness and creating a workplace that is free of bias. Emmanuel College is a school with a distinctly Christian ethos and whilst the post holder does not need to be a Christian, they need to be comfortable working in a Christian ethos school and be committed to upholding the school and Trust's ethos.

GENERAL INTEREST

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





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

THE **ROLE**

The Vice Principal (Behaviour & Attitudes) will be responsible to the Head of School for:

Exemplary behaviour and attitudes of all students at Emmanuel College:

- Direct oversight and support of the Assistant Vice Principal (Behaviour & Attitudes) and indirectly the Heads of Year as they provide leadership of all students in their year group, creating a climate of intellectual engagement and enthusiastic participation in an environment characterised by exemplary student conduct and character development underpinned by the College's core virtues.
- Working closely with, and providing strategic direction and support to, colleagues working to improve attendance in the College, ensuring high levels of attendance, a reduction in persistent absence and 100% engagement in learning for those in alternative provision or unable to attend.
- Ensuring that all staff play a highly positive role in creating a school environment in which commonalities are identified and celebrated, difference is valued, and bullying, harassment and violence are never tolerated, so that the College is a place where all students thrive and grow in character.

Bespoke Support for students:

- Oversight and further development of exemplary tailored support for those students most at risk of suspension or permanent exclusion, or those who are struggling to obey the College Code of Conduct, so that said students demonstrated measurable and sustained improvement in their behaviour.
- Oversight of the Child-on-Child abuse log, alongside the Assistant Vice Principal (Behaviour and Attitudes), ensuring that all allegations are dealt with quickly and expertly and that rapid and effective intervention ensures that instances of bullying are rare and the school remains a safe and welcoming environment in which students thrive.
- Working closely with the Student Welfare and Support Team securing effective collaboration and information sharing across both teams, particularly ensuring that students with additional needs, and in other vulnerable groups, are given bespoke support where appropriate, and therefore thrive within the College environment and in relation to the Code of Conduct.

Supporting the Head of School and Lead Principal in the strategic leadership and development of the college:

- Providing strategic and expert oversight, ownership and analysis of relevant Behaviour and Attitudes data and able to report and distil such data in effective reports to other senior colleagues, governors and other external bodies.
- Collaborating with the Head of School, Lead Principal and governors in the process of development planning, self-evaluation and the recording of activities and achievements, and effectively tackling challenges as they arise, such as parent complaints, staff discipline matters and student challenges in collaboration with the Senior Leadership Team.
- Deputising for the Head of School in all aspects of operational leadership of the College, as required, including but not limited to the maintenance, development, and promotion of the ethos of the College with staff, students and parents.

THE OPPORTUNITY

ESSENTIAL	DESIRABLE	HOW MEASURED
QUALIFICATIONS		
Bachelor's degree or equivalent	Bachelor's degree, 2:1 or better and/or Master's level qualification in a relevant discipline	Application form and certificates
Teaching qualification (secondary)	NPQSL or NPQH	Application form and certificates
Qualified Teacher Status (QTS)		Application form and certificates
Evidence of further professional development	Evidence of substantial research and development experience	Application form and certificates
KNOWLEDGE AND EXPERIENCE		
Secondary school teaching experience	Substantial secondary school teaching experience in at least two contrasting environments	Application form, personal statement, results, and references
Experience of strategically managing a team and the ability to demonstrate impact of leadership	Experience of working as a member of a secondary school senior leadership team	Application form, personal statement, references
The ability to articulate how a Christian ethos could be developed and the capacity to contribute to this	Experience of working in a school with a distinctive Christian ethos	Application form, personal statement, interview
Experience of working strategically with data	Expert level ability to analyse and interpret data	Application form, personal statement, interview
Understanding the characteristics of effective strategies used to improve behaviour and attitudes, including attendance		Application form, interview
Sound technical understanding of school leadership issues and the Ofsted inspection framework	Experience of in-school self-evaluation or school-to-school review	Application form, personal statement, interview
A demonstrable record of excellent classroom practice		Application form, interview
Experience of leading staff development sessions	Evidence of publications or training within a multi-school professional environment	Application form, interview
Ability to lead successful College-wide development initiatives	An ability to provide evidence of impact following development initiatives	Application form, personal statement, interview
ATTITUDES AND PERSONAL ATRIBUTES		
A commitment to the ethos, mission and virtues of Emmanuel Schools Foundation		Personal statement, assessment process
A desire to care for each individual student regardless of their background or ability		Personal statement, assessment process
A commitment to ongoing professional development and progression		Personal statement, assessment process
A commitment to a servant hearted, impactful model of leadership		Personal statement, assessment process



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



APPLICATION DETAILS

Vacancy details:

Leadership L19 – L25 (£73,536 – £85,177 per annum)

Open morning:

Wednesday 31 January – 09:30 to 11:00am. An opportunity to meet the Head of School and Lead Principal and to have a tour of Emmanuel College. To reserve your place, please contact HR (details below). If you are unable to attend on this date but would like to have a conversation with the Head of School, please contact HR.

Deadline:

Closing date: **Tuesday 06 February** at 9:00am
Interviews will take place week commencing 12 February

How to apply:

For further information, please visit www.emmanuelcollege.org.uk or call HR on 0191 461 4156 or email 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

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

Emmanuel College, Consett Road, Gateshead, Tyne and Wear, NE11 0AN

T: 0191 460 2099 E: enquiries@emmanuelctc.org.uk

www.emmanuelcollege.org.uk



**EMMANUEL SCHOOLS
FOUNDATION**