



EMMANUEL COLLEGE

*Emmanuel Schools Foundation*

# TEACHER OF GEOGRAPHY

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 Geography 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. Whilst we are an outstanding school, we do not believe that we have finished our journey for improvement, and we are looking for the right candidate to work as a teacher of Geography within our Geography department.

At Emmanuel College we want all our Geography students to be active global citizens who can appreciate different cultures and think critically and sensitively about other people's views and practices which may be different from their own.

We are looking for a candidate who believes that Geography is an inspiring subject, who will allow students in their care to become holistic and critical thinkers. We are in search of a specialist who finds excitement in teaching about the ever-changing world we live in, allowing students to understand their moral importance in the world, to grow in character.

Emmanuel College is a truly exceptional school, with excellent leadership, teaching and support for our students. We were inspected by Ofsted in October 2024 and deemed to be 'Outstanding' in all aspects of the school. In addition to this, we achieved record breaking results at both GCSE and in the Sixth Form in 2024 consolidating our position as one of the top performing state schools both regionally and nationally.

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 Principal 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 Geography. 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 exceptional school, not because of any external judgement or academic outcomes, 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.

Matthew Waterfield MA  
Principal

# MISSION

## CHARACTER EDUCATION

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

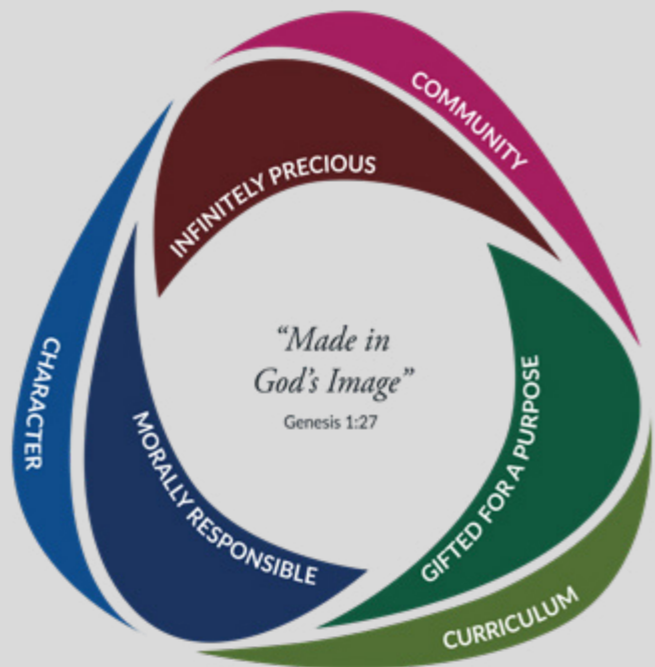
## CURRICULUM EXCELLENCE

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 professional development programme suited to their stage in their teaching journey and all teachers have the chance to pursue an NPQ through a national provider. Staff also take part in subject specific external development opportunities. Each member of staff has a line manager who is deeply interested in their wellbeing as well as their performance. In addition to this, all staff take

part in our instructional coaching programme where they are paired with another member of staff to coach, and be coached, in an area of pedagogy they wish to develop.

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, access to our exclusive Benefits Hub, cycle to work scheme, 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 Geography department consists of a hardworking and enthusiastic team of 5 staff committed to ensuring that every student in College achieves their potential. Our department has established a firm tradition of expert classroom teaching; internal communication and sharing of ideas are strong features of the team. We are committed to delivering a powerful, diverse and relevant curriculum to our students which we have collaboratively planned and designed to fit our curriculum intent. All students at Emmanuel College from years 7-9 have two Geography lessons per week, increasing to three for GCSE and five for A Level. Our KS3 curriculum goes above and beyond what the National Curriculum expects, delving into conflict in Year 9 and exploring the Ganges as our river study in Year 8. It has been a priority of the department to embed further opportunities for fieldwork, to allow students the chance to explore their curriculum outside of the classroom to show the significance of it.

Although Emmanuel takes a full range of ability, we are committed to entering all students at GCSE level for at least one Humanities subject. Currently, Geography is a very popular humanities subject at KS4 with an uptake of over 300 students and an uptake of 35 students at KS5. We teach students in mixed ability sets with consistently

high expectations across the board for our students to achieve their personal best. To enable staff to deliver this to our students high-quality centralised resources are designed in collaboration by the team. We currently offer AQA GCSE Geography and have a team of staff with experience of working for the exam board. Our department is exceptionally well-resourced, giving you the space to support with extra-curriculum activities or CPD to improve your own personal development.

Teaching Geography at Emmanuel is 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. As a department, we feel passionate about nurturing a continued culture of excellence and interest post-16 and possess a wealth of A Level experience, which ensures those new to this stage of specialism are expertly guided. Like GCSE, we follow the AQA Geography specification, making lots of synoptic links to previous studies. Each term, students are given the opportunity to go into the field, to apply their knowledge, and build up their data collection techniques as they embark on their NEAs at the end of year 12.



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**A RELENTLESS DRIVE TO ENSURE  
THAT ALL PUPILS ACHIEVE THEIR  
FULL POTENTIAL”**



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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 be able to work within a team of subject specialists led by the Head of Geography. They will be able to deliver the Geography curriculum to 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 Geography 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.



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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**

All teachers are responsible, through their head of department, to the Principal 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

This is a rare opportunity which would suit a 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);
- an interest/background in Travel and Tourism (desirable);
- experiencing of using and/or teaching GIS (desirable);
- confidence with supporting with and/or delivering fieldwork;
- awareness of current developments in Geography 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 students, parents, colleagues, governors and other professionals with whom they have contact as part of their role.



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**A DIVERSE AND TOLERANT  
COMMUNITY WHERE PUPILS’  
INDIVIDUALITY IS CELEBRATED  
AND WHERE PUPILS’ GIFTS AND  
TALENTS ARE NURTURED”**



# APPLICATION DETAILS

## **Vacancy details:**

M1 - U3

Applications from ECTs and experienced teachers are welcome

Required to start September 2025

## **Deadline:**

Closing date: **Monday 31 March at 10:00am**

Interviews date to be confirmed.

## **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*

Principal **Matthew Waterfield MA**

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

T: 0191 460 2099 E: [enquiries@emmanuelctc.org.uk](mailto:enquiries@emmanuelctc.org.uk)

[www.emmanuelcollege.org.uk](http://www.emmanuelcollege.org.uk)



**EMMANUEL SCHOOLS  
FOUNDATION**