



EMMANUEL COLLEGE

*Emmanuel Schools Foundation*



WE ARE RECRUITING AN

ASSISTANT VICE PRINCIPAL

ACADEMIC STANDARDS 11-16

VALUED, CHALLENGED, INSPIRED



# ASSISTANT VICE PRINCIPAL (ACADEMIC STANDARDS 11-16)

Leadership L14 - 19

Required to start September 2022

## ABOUT EMMANUEL COLLEGE



Emmanuel College is a large vibrant comprehensive school in the heart of Tyneside serving 1450 students aged 11 to 19. Emmanuel College exists to impart wisdom to the next generation by educating young men and women in a culture which prioritises the pursuit of truth and the development of character. We are a school with a distinctive Christian ethos but our community is made up of students, staff and parents who hold many different religious and ideological positions and unite around our core beliefs and core values. One of the few remaining City Technology Colleges, Emmanuel College retains a strong commitment to providing opportunities for the most disadvantaged in our communities in a culture of high expectations and entrepreneurship.

We value academic excellence and each year see many of our students leave to take up places at some of the world's top universities, but we hold personal best to be of far greater importance. It is our experience that by developing a strong work ethic, holding a growth rather than fixed mind-set, and being provided with outstanding tuition, students may go on to achieve considerably more than they might have imagined possible.

We seek to be intentional about character education, our aim being that our students will, in the future, become servant-hearted leaders. Students starting here encounter consistent rules, role models and traditions, which help them feel part of the Emmanuel family and to begin to take responsibility for others. As students grow older we expect more of them and in the Sixth Form expect our students to take on at least one formal leadership role in College as well as beginning to serve in the wider community. All Emmanuel students and staff members can expect to be involved in at least one co-curricular activity. A professional approach to management, accountability, appraisal and financial control is expected of every member of staff.

The College GCSE results place us amongst the very best non-selective, co-educational, comprehensive schools in the country with a 2019 progress 8 figure of +0.48, 83% of students achieving grade 4 or higher in English and mathematics, 64% of students achieving grade 5 or higher in English and mathematics and average points in the English Baccalaureate of 5.25. At A Level Emmanuel has also been ranked amongst the top comprehensive schools, with 64% of all grades at grade A\* to B, and a 100% pass rate.

In the 30-year history of Emmanuel College we have received five full OfSTED inspections and three additional OfSTED survey visits. Each time College has been graded 'Outstanding'. The full text of the most recent inspection reports can be found on our website and that of OfSTED.

Emmanuel College is one of six schools within the Emmanuel Schools Foundation and benefits from the opportunities and support that belonging to a flourishing Multi Academy Trust. In April 2014 the College was designated as a National Teaching School in recognition of its outstanding performance and its track record of raising standards through supporting other schools and in the areas of ITT and leadership development.



## WHO ARE WE LOOKING FOR?

We are looking for an inspirational school leader, with a clear strategic vision and the ability to support and develop staff and students. You will be an excellent classroom teacher with a strong knowledge and understanding of curriculum and assessment. We are looking for a senior leader who is excited and passionate about working with the staff and students at Emmanuel College.

As an educator you will have an unwavering commitment to high standards for all students and have a particular passion to see young people from deprived backgrounds achieve their potential. You will believe in holistic education where character matters alongside excellence in the academic curriculum and beyond, but you will also have a track record of ensuring rapid academic progress in

the classroom. You will be fully committed to the ethos of Emmanuel Schools Foundation and be able to play a part in shaping the future direction of our trust as one of the country's most successful non-denominational Christian ethos MATs.

In return, we offer you the chance to join a welcoming school community and a forward thinking and proactive leadership team, alongside a comprehensive induction programme and programme of continual professional development.

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.



# PERSON SPECIFICATION

ESSENTIAL	DESIRABLE	HOW MEASURED
QUALIFICATIONS		
Bachelor's Degree or equivalent	Masters 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	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 raise student attainment		Application form, interview
Sound technical understanding of school leadership issues and the Ofsted inspection framework	Experience of in-school self-evaluation	Application form, personal statement, interview
A demonstrable record of excellent classroom practice		Application form, interview
Experience of leading staff development sessions		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 Christian ethos of Emmanuel College		Personal statement, assessment process
A desire to care for each individual student regardless of their background or ability		Personal statement, assessment process



# THE ROLE

Responsible to the Vice Principal (Quality of Education) for:

**The rapid progress and exceptional academic achievement of all students in Years 7-11 with a particular emphasis on:**

- Ensuring that our academic tracking and intervention approaches result in exceptional outcomes for all students across all subgroups.
- Managing the setting and grouping of students so that all students are placed in an environment best suited to them.
- Reporting progress of students to the SLT on a regular basis and in particular, following assessment events.
- Line manage some subject leaders to raise standards in all areas of the curriculum.

**The oversight of the internal examination, reporting and analysis systems for students in Year 7 – 11 with a particular emphasis on:**

- Examinations are accurate, valid, marked well and appropriately moderated in all subjects.
- That grade boundaries are set appropriately to produce meaningful data that can be useful to students, parents, staff and governors.
- Ensuring that reports to parents and to SLT and governors are accurate and of the highest quality.

**Upholding the highest standards of student work in every setting with a particular emphasis on:**

- Ensuring consistency of standards in exercise books and other written work in all settings.
- Ensuring that marking and feedback is effective and efficient in line with expectations.
- Ensuring that all student work used as an exemplar and work placed on display is of the highest standard and completed in line with expectations.

## STANDARD RESPONSIBILITIES FOR ALL TEACHERS

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 personal best achievement of every child 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 to through the College reporting system, and at other times as necessary.
- Providing timely, accurate information regarding any concerns regarding 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.

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.

## APPLICATION DETAILS

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Closing date: **Monday 25 April 2022 at 9:00am**  
Interviews week commencing 2 May 2022.

If, prior to submitting your application, you wish to visit Emmanuel College to find out more about the role and the College, then please contact Mrs Rose Hall (Vice Principal) on [hallr@emmanuelctc.org.uk](mailto:hallr@emmanuelctc.org.uk).

For an application pack and 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.

[APPLICATION PACK](#)

[EQUAL OPPORTUNITIES MONITORING FORM](#)

[PRIVACY POLICY](#)

Emmanuel Schools Foundation is committed to the safeguarding of children and all staff are expected to ensure that Emmanuel Schools Foundation is a safe and secure environment for our students. All staff are expected to undertake continuous safeguarding training.



**EMMANUEL COLLEGE**  
*Emmanuel Schools Foundation*

Principal Matthew Waterfield MA

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**EMMANUEL SCHOOLS  
FOUNDATION**