



Emanuel School

Brief for the appointment of

Head



ODGERS BERNDTSON

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Background

Emanuel is a fully co-educational school of over 1,100 pupils aged 10 to 19, with over 200 teaching and support staff colleagues. The school is proudly an ambitious community, with success being achieved academically as well as in sports, music and drama.

At Emanuel, pupils are motivated and guided in achieving their goals by dedicated and enthusiastic teachers who care deeply about their subjects, possessing the skills to impart their knowledge and passions. This trusted relationship between pupils and teachers, with the support of parents, is one of the key reasons why the school has become such a positive, happy and high achieving environment.

Beyond the classroom, the school encourages every pupil to take an active part in its daily co-curricular life, fulfilling personal aims and learning to feel proud

of their contributions to their house, year, club or team. Busy pupils traditionally thrive, growing in confidence through their opportunities and benefiting from wide-reaching social groups.

Emanuel's approach to pastoral care is rooted in kindness and mutual respect – the school wishes each child to think well of themselves and demonstrate empathy and respect in their interactions with others. With numerous opportunities for outreach and charity work within its award-winning programme, the hope is that pupils learn the value and sense of personal fulfilment to be found in helping others.

History

Emanuel was founded in 1594, in Westminster. The school was co-educational from the beginning. Emanuel was granted a Royal Charter in 1601, and has received visits from The Queen Mother in 1951 and Queen Elizabeth II in 1994.

Over time, Emanuel's co-educational pupil population has grown to over 1,000, with close to equal numbers of boys and girls – just as the founder, Lady Dacre, intended.

As of 2024, Emanuel is 430 years old, one of the oldest schools in London.



Vision, Ethos and Values

Vision

Emanuel pupils are happy, confident and kind, demonstrating high aspirations in all that they do.

Ethos

Pupils, parents and teachers work together in:

- **Teaching and learning**, to ensure lessons and daily interactions are full of vitality and inspire endeavour, confidence and ambition.
- **Pastoral care**, so that every child is recognised, listened to and understood within a community that values the development of spiritual and social understanding.
- **Co-curricular and community life**, so that every child can enjoy being part of a larger cause, find friendships and develop life-enhancing interests and passions.

Values

- We are an ambitious and kind school community.
- We operate within the framework of our Christian ethos, promoting equality and diversity and upholding fundamental British values, the rule of law and individual liberty.
- We have a commitment to free-place funding and state partnerships.



Academic Life

Lower School (Years 6 to 8)

Spanning across Years 6 to 8, the Lower School at Emanuel is a happy and caring community which celebrates each individual's academic and co-curricular successes. In the Lower School, pupils study a diverse and inspiring curriculum. It introduces them to new ideas and ways of understanding the world, stimulates debate and establishes firm foundations for future academic success with training in study skills and good work habits.

Pupils can join the Lower School either in Year 6, where there are two forms, or Year 7, where there are between six and eight forms each year.

Middle School (Years 9 to 11)

As the pupils move into the Middle School, they are encouraged to be inquisitive and aspirational learners who enjoy challenging themselves both in and out of the classroom.

Pupils inevitably develop a strong rapport with their peers, as well as developing an equally important relationship with their form tutor who will support and guide them towards their GCSE examinations. Pupils are always keen to avail themselves of the myriad opportunities for enrichment, stretch and challenge that Emanuel offers and to develop their personal interests, whatever they may be.

Sixth Form

The hub of Sixth Form life at Emanuel is the recently extended Sixth Form Centre, a light and airy space overlooking the playing fields which is reserved for sole use by Sixth Form pupils.

There are currently 27 A Level subjects on offer and the majority of pupils take three subjects alongside the Extended Project Qualification.

Goddard Lectures

The annual Goddard lectures are named after one of Emanuel's most distinguished alumni, Professor Peter Goddard CBE FRS. The lectures offer pupils an opportunity to hear from experts in their field and promote a high level of academic and professional engagement, by showing innovative thinking and gritty determination.

Emanuel Expo

Emanuel's super-curriculum initiative Emanuel Expo is a programme of presentations from different academic departments, aimed at giving pupils opportunities to be inspired by intellectual ideas beyond the scope of lessons. They have so far included outside speakers, pupil presentations and practical activities.



‘Pupils are diligent, strongly motivated and conscientious.’

ISI Report 2023

Pastoral Life

Emanuel is renowned for its exceptional quality of pastoral care. The school understands that a happy child, one who feels supported as part of a kind and welcoming community, will achieve their very best whether in academic studies, co-curricular activities or their general day-to-day engagement with school life.

Emanuel pupils take responsibility for themselves and each other, developing a strong moral code and making informed judgements about what is right or wrong. Pupils respect and care for one another, taking pride in not only their own achievements but those of others, playing their part in making the school community unique and special.

Pastoral Structure

Through its generously resourced pastoral structure, Emanuel provides a comprehensive level of pastoral care and attention that remains an important feature of the school.

Each pupil is supported by a Form Tutor. There are approximately 24 pupils per form in the Lower School, 20 in the Middle School and 16 in the Sixth Form. Beyond the Form Tutor is the Head of Year who provides pastoral leadership for the year group and the team of Tutors. Each section has a Deputy Head of Section, who along with the Heads of Year are overseen by the Heads of Section. Pastoral care is overseen by the Deputy Head: Pastoral who reports directly to the Head.

‘Pupils’ knowledge of how to stay safe and understand how to be physically and mentally healthy is excellent.’

ISI Report 2023



‘Pupils’ contribution to others, the school and wider community is excellent.’

ISI Report 2023

Beyond the Classroom

Sport

Sport is an integral part of day-to-day life at Emanuel. The school believes in engendering a love of sport and activity, where every pupil can benefit from being involved as part of a team and as an individual.

Current pupils have achieved significant representative success and honours, including competing for England in rowing, numerous county representatives in netball, hockey and rugby, and selection for professional performance pathways including Surrey County Cricket, London Pulse Netball, West Ham United FC, Harlequins and London Irish rugby clubs.

Emanuel is aiming to be the top co-educational school for sport in South West London and to build on recent successes at national and regional level.

Drama

Emanuel’s reputation for excellence in the performing arts is exceedingly strong and was the winner of the Independent School of the Year Award 2022 in the Performing Arts category. The Drama department is busy and vibrant, with a focus on excellent skills-based teaching as well as an exciting programme of performances, trips and theatre visits.

Music

Emanuel prides itself on being a centre of excellence for contemporary music while maintaining the very highest standards in choral and orchestral music. Over 350 music lessons take place in the school each week and there are over 30 concerts a year.

Art and Design

Co-curricular art and design activities benefit from specialist paint and print studios, a dark room for photography, a ceramics room with dedicated kiln, glazing rooms and a sculpture studio. Lower School art, weaving and clay club are all extremely popular among younger pupils, whilst scholars and A Level pupils are invited to regular drawing masterclasses. Pupils are given regular opportunities to visit galleries in London and make contributions to exhibitions in school.

Clubs and Societies

In addition to sport, there are over 70 clubs and societies for pupils to explore at lunchtimes and after school every week. The most popular co-curricular activity is Duke of Edinburgh, with over 200 pupils enrolling each year. Other popular activities include the media club, the dance clubs, the chess club, Athena society, the eco club and dissection club.

Location and Facilities

Emanuel is located on a beautiful, green 12-acre site in Battersea, on the edge of Wandsworth Common. Its fantastic position, only 10 minutes' walk from Clapham Junction rail station, connects the school to central London, as well as north and south of the river.

The handsome Victorian building at the centre of the school site was originally designed by noted architect Henry Saxon Snell as an orphanage. The school has cricket pitches, rugby grounds, a swimming pool, a mini astro, a climbing wall, netball, tennis and aerobics facilities on the Battersea site. There are a further 14 acres of privately owned playing fields for major sports 20 minutes away at Blagdons, near Raynes Park. The school also has its own boat house and specialist gym, next to Barnes Bridge.

Emanuel has always aimed to provide its pupils with the best educational environment. In October 2022, the school built its new Sixth Form Centre, providing a spacious, light and modern environment for its oldest pupils. The initial phases of development at Blagdons have also been completed and will continue in the coming academic year. In January 2025, work will begin on the school's [new science and dining building](#) which presents an exciting project for the next Head to inherit.

Full details of the school's critical build plan can be found [here](#).



Community

Bursaries

In 1594, Lady Anne Dacre founded Emanuel School with the vision to provide an education to children irrespective of family income. Today, the school continues to support that vision and believes that increasing diversity in the school benefits its community and welcomes new and varied perspectives, preparing pupils for life after Emanuel.

Currently 25% of pupils receive some form of financial assistance and, going forward, the school will focus on providing more fully funded places than ever before through its largest-ever philanthropic campaign, Giant Strides. The campaign's ambitions represent the school's desire to be outstanding across all areas, evolving to meet and exceed the demands of its pupil population and wider community.

‘Staff are overwhelmingly supportive of Emanuel’s emphasis on outreach.’

Good Schools Guide

Outreach and Partnerships

All pupils at Emanuel are encouraged to be outward-looking and to contribute to the community. Pupils in Year 6 take part in enrichment activities with local partner schools throughout the year, whilst those in Years 7 and 8 are able to attend the community service club. Pupils from Year 9 and above volunteer to support Ascent, Emanuel’s Saturday summer school for Year 5 pupils who are falling below National Curriculum expectations. Pupils can also take part in Tea and Teach, where residents in local care homes are guided through technology-based issues.

Primary Ambitions

Primary Ambitions brings together Emanuel’s Lower Sixth students and primary school pupils from schools with a high proportion of pupil premium or pupils receiving free school meals. Emanuel is an integral part of the Wandsworth community and is keen to support those who are close by. Primary Ambitions has social mobility at its core and the school believes it can make a substantial impact in its local area.





Leadership and Governance

The Senior Management Team comprises the Head, Bursar, Senior Deputy Head, Deputy Head: Pupils, Deputy Head: Co-Curricular, Partnerships & Admissions, Deputy Head: Academic, Director of Studies, Head of Sixth Form, Head of Middle School and Head of Lower School.

The Head is responsible to the Governing Body for all aspects of the running of the school. The Governing Body comprises the Chair and 12 Governors who have been selected from a wide range of backgrounds.

Emanuel School is part of The United Westminster and Grey Coat Foundation. The Clerk to the Foundation is a resource to the school and Governing Body, keeping all constituents apprised of changes in:

- Legislation
- Employment rules and regulations
- Pensions
- Other items that need to be considered on Governors' agenda papers.

Further information on Emanuel School can be found via the website: emanuel.org.uk

The Role

The Governors are seeking to appoint a Head who will provide vision, strategic direction and leadership for the school, building and motivating a high performing staff body. Identifying closely with the identity and ethos of Emanuel, the Head will communicate this enthusiastically to staff, parents and alumni.

Emanuel is proudly a contemporary school that blends its history and traditions with modern touches. As such, the Governors seek a Head who will continue to embrace the future with enthusiasm and confidence.

Key Responsibilities

Strategic Leadership

- Develop and steward an ambitious and compelling strategic plan for the future of the school, in consultation with the Governors.
- Keep the strategic plan under constant review, translating it into clear and measurable targets for implementation and monitoring by the Governors.
- Inspire and secure the commitment of key stakeholders to the strategic vision and overall direction of the school, including staff, parents, alumni, and the wider community.
- Ensure that the ethos and values of the school are sustained and that excellent relationships with staff, pupils and parents are an ongoing priority.
- Be aware of, and respond to, the local and wider external environment of the school and sector in the UK, being proactive in seizing opportunities for the school and adapting plans and strategies in response as necessary.
- Seek ways to improve and develop the school on an ongoing basis and make recommendations to the Governors as appropriate.

Academic and Educational Leadership

- Ensure there is a coherent pedagogy which respects the different phases of the pupils' educational journey from the Lower School through to the Sixth Form.
- Oversee the continual development of an appropriate curriculum informed by rigorous academic standards, the changing educational environment and the needs of pupils.
- Establish and promote high standards and expectations for all pupils and staff, enabled by appropriate professional development and an evidence-based quality assurance programme.
- Foster a culture of continuous improvement and innovation to ensure consistently first-rate teaching and learning.
- Lead senior academic staff to ensure they effectively monitor and review departmental and sectional progress, and that changes are effectively implemented as and when required.
- Ensure that all required arrangements are in place to facilitate inspections and provide guidance and leadership through the inspection process.
- Oversee procedures relating to assessment and regulation, reporting on pupil performance and progression, and ensuring the highest standards of behaviour.
- Ensure that the pastoral care of all pupils remains at the heart of the school's mission and day-to-day activities.
- Support and continue to develop the comprehensive programme of co-curricular activity across the school as an integral part of the Emanuel ethos.



People Leadership and Management

- Provide overall leadership and role modelling to staff across the school, developing amongst them a culture of continuous improvement, engagement, openness and a deep sense of involvement as part of a high achieving community.
- Ensure that excellent communication channels are in place so that staff understand and engage with relevant issues, including the vision, mission, strategic direction and finances of the school.
- Continue the development of a strong, cohesive and proactive Senior Management Team, ensuring that roles and responsibilities are clear and that the highest standards of performance are set and maintained.
- Ensure that appropriate school policies and procedures are in place, so that the school complies fully with relevant legislation and regulation and its charitable objectives.
- Ensure that rigorous performance management is in place for the whole staff, so that all staff are accountable for student experience and outcomes, and that professional development opportunities are focused on individual needs as well as whole school priorities.

- Ensure the appropriate policies and procedures are in place to recruit, develop, reward and retain staff of the highest calibre.
- Ensure that the school adheres to the highest possible standards of safeguarding and pastoral care, and that the physical and mental health and well-being of all pupils and staff remain at the heart of the school's mission.
- Build productive relationships with Governors, enabling them to fulfil their duties and obligations.

Business and Commercial Leadership

- Working with the Bursar and Governors, ensure that the strategic financial planning of the school is secure and sustainable.
- Continue to promote and develop excellent knowledge of strategic financial planning and budgetary management within the school and ensure its strong financial performance is maintained.
- Ensure appropriate deployment and overall management of all resources (financial, human and physical) in support of the overall mission and strategic plan.
- In consultation with the Bursar and Governors, prioritise and plan capital expenditure linked to the school's strategic aims and overall vision.

- Manage, monitor and review the range, quality and quantity of resources in order to improve the quality of learning and teaching and secure efficiency and value for money.
- Identify new opportunities for the school to increase its non-fee income by fostering an environment of innovation in order to exploit the opportunities afforded by the school's assets.

External Engagement

- Be a high-profile figure locally, further developing close links between the school and other education providers, local businesses and universities further afield.
- Ensure that effective marketing and admissions strategies are in place and continue to develop excellent relationships with feeder and local schools.
- Play a leading role in the school's fundraising, engaging persuasively and authentically with existing and potential donors.
- Be an effective ambassador and advocate for the school locally and, where appropriate, nationally, to enhance the school's reputation and its engagement with relevant initiatives.
- Ensure positive relationships with current and potential parents, alumni and other stakeholders.



The Person

The Head of Emanuel School will be a highly visible, inspirational and innovative leader who can secure the full engagement of staff and all other stakeholders in the delivery of the school's strategic aims.

The successful candidate will possess most or all of the following qualifications and experience, skills and knowledge, and personal attributes.

Qualifications and Experience

- Experience of senior level leadership in a school.
- Educated to degree level with any postgraduate or leadership qualification an advantage.
- Outstanding teaching track record, with relevant pastoral involvement.
- Experience of working collaboratively with a board or group of other senior leaders on strategic planning, demonstrating the ability to translate strategy into a clear plan.
- Good understanding of education and challenges therein across the 10-18 age range.
- Demonstrable experience of engaging and building relationships with key internal and external parties.
- Experience of the full range of staff management processes, from recruitment, development, retention and performance management to dismissal.

Skills and Knowledge

- Able to develop and articulate a clear idea of where the school could and should be going, and capable of demonstrating commitment to the highest academic, pastoral and co-curricular standards.

- Distinct willingness to take responsibility for the innovations s/he introduces and a determination to see them carried through effectively.
- Highly articulate, capable of communicating both orally and in written form at all levels, including public speaking.
- Outstanding problem-solving skills and the track record to support this.
- Able to work with conflicting priorities and timescales.
- Able to delegate and motivate others.
- Knowledge, not necessarily gained through deep experience, of fundraising and alumni engagement.
- IT literate with an interest in the role of IT and AI for the future of education.

Personal Attributes

- Possess the drive towards achieving academic excellence, with a profound interest in education and the welfare of young people.
- Capable of identifying individuals' skills and making the most of them.
- Possess gravitas and presence; integrity and independence of thought.
- Happy being visible, both inside and outside of the school.
- Confident of own abilities and possess the confidence to make difficult decisions.
- Able to act as ambassador and professional advocate for the school, with strong personal credibility and the capacity to build relationships.
- Possess a commitment to furthering the provision of means tested bursaries in line with the mission of the school.



How to Apply

Emanuel School has engaged the services of Odgers Berndtson to assist with the recruitment of the next Head.

Letters of application, CVs and completed application forms should be submitted online (preferred) at: www.odgers.com/91744.

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form. This can be found at the end of the application process.

Emanuel School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to apply for an Enhanced Disclosure check by the Disclosure and Barring Service.

Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

For an initial discussion, please contact:

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The closing date for applications is **09:00 Monday 2 September**.

Shortlist interviews with the Selection Panel will take place on **Wednesday 18 September**. Candidates invited to the final stage will be invited to have briefing visits to the School **w/c 23 September** ahead of a final interview which will take place on **Monday 30 September**.



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emanuel.org.uk



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