



Emanuel School

# Working at Emanuel



## Welcome from the Headmaster

We are proud to be a thriving co-educational day school, where aspiration, connection and empathy are central to everything we do. We are a warm, ambitious and forward-looking school where pupils are encouraged to aim high, support one another and make a meaningful contribution to the world around them.

Our pupils strive for excellence not only in the classroom, but also in the many creative, sporting and social opportunities that are part of daily school life. Whether on stage, on the pitch, in a lab or in a leadership role, they are supported by passionate, expert teachers who care deeply about their subjects – and even more about inspiring the young people they teach. It is this trusted relationship between pupils, teachers and families that lies at the heart of our success.

We believe that education is about much more than results. We want our pupils to feel known and valued for who they are, and to develop confidence, kindness and resilience as they grow. Through our outstanding pastoral care, pupils are encouraged to be thoughtful, reflective and inclusive – qualities we believe are just as important as academic achievement.

Our vibrant co-curricular programme provides countless opportunities for pupils to challenge themselves, discover new interests and feel part of something bigger than themselves – whether that's a house team, music ensemble, sports team or one of our many pupil-led clubs and societies. Emanuel is a busy school by design: we know that young people thrive when they are actively involved, learning to lead, collaborate and celebrate one another's successes.

This sense of responsibility to others extends beyond the school gates. Through our award-winning partnerships and outreach work, pupils learn the value of giving back and begin to understand the positive impact they can have on the wider world.

We are ambitious for the future. In 2025, we began work on a transformational new STEM and Refectory building – set to open in 2027 – which will provide state-of-the-art science laboratories, collaborative teaching spaces and a new dining facility. This follows recent investments in a new Sixth Form Centre, all-weather Astro, new cricket and netball facilities and more – each project shaped by our commitment to delivering a dynamic, inclusive education that equips pupils for the changing world.

We are incredibly proud of Emanuel's rich heritage, inclusive ethos and the energy and warmth of our community.

**Ravi Kothakota**  
*Headmaster*



## Working at Emanuel

There is a genuine buzz at Emanuel. Colleagues enjoy their work and, like the pupils, are ambitious for the school.

Everyone works hard here, and anyone joining the school should expect to do so. There's a strong sense of community and source of friendship. From the briefing to all staff to the half termly staff meetings, termly consultative group meetings and a common room committee, there's a dialogue about the school's aims.

We aim to look after our staff too: all staff benefit from good pension provision and a free lunch during term time; we have an appraisal scheme with a focus on employees' professional development; we sponsor postgraduate courses and a range of training opportunities; we offer a healthcare plan via Simply Health that includes counselling and medical support; and we're committed to supporting staff wellbeing.

All colleagues are supported by the school's senior deputy head and the senior tutor.

**Sarah Buxton**  
*Director of HR*



## Why Emanuel?

### Salary

A competitive salary.

### Holiday

A generous annual leave allowance (33 days plus UK bank holidays) for year-round support staff.

### Pension

Teaching and support staff both benefit from generous pension schemes.

### Salary sacrifice

The school operates salary exchange, and any employer National Insurance savings are passed back to staff as an additional pension contribution

### Salary sacrifice childcare vouchers

The school offers salary sacrifice childcare vouchers through TEDS Premier (subject to eligibility criteria) so staff can make savings on tax and National Insurance.

### Lunch

Free lunches, tea and coffee all year round.

### Travel

The school is conveniently located near to Clapham Junction train station, which is less than a 10-minute walk away. Staff can apply for season ticket loans or sign up to the cycle to work scheme.



## Health

Access to counselling, GP services and medical support via our health care provider, Simply Health.

## Wellbeing

A dedicated staffing team will be on hand to support you. Counselling is available via Simply Health and/or through the school's own counsellors.

Staff have access to the school's fitness facilities and can join a range of clubs such as frisbee and football.

## Training

A comprehensive range of training and development is available for staff at all stages in their career.

Sponsorship of postgraduate courses.

Supportive appraisal scheme.

## Community

Members of staff benefit from a wide range of discounts at local businesses, shops and restaurants

Fun social activities are organised for staff throughout the year and the common room take an active role in this.



## Emanuel School

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