



EMMANUEL COLLEGE
Emmanuel Schools Foundation

TEACHER OF CHEMISTRY

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 for the position of Teacher of Chemistry at Emmanuel College. We truly believe that Emmanuel College is a fantastic and exciting place to study as a student and to work as a teacher. We are seeking a candidate who believes that Chemistry is an inspiring and beautiful subject, to be taught with creativity, expert pedagogy and sustained rigour.

At Emmanuel, we are proud of our Science curriculum, which is underpinned by a commitment to developing excellent substantive and disciplinary knowledge across all three sciences. The team is committed to ensuring that students receive excellent instruction and understand the importance of science in their own lives.

Emmanuel College is a truly exceptional school, with excellent leadership, teaching and support for our students. As a Christian-ethos school of character for the whole community, everyone is welcome, whatever their educational background or ability, faith position, or social or ethnic background. Student behaviour is excellent, and we place a strong emphasis on ensuring that staff work in an environment where students want to learn. These high standards are sustained through a relentless commitment to clear expectations and routines, and all teachers are expected to enthusiastically uphold these. We are committed to the holistic development of young people: outstanding teaching goes hand in hand with opportunities for character development.

As Acting Principal, I am looking for teachers who are passionate about their subject, possess expert subject knowledge, and care deeply about securing the best life chances for the young people in our care. I am also keen to learn about you as a person and what you might offer the College beyond the science classroom. We firmly believe that students gain the most from school when they experience a wide range of co-curricular opportunities, and your perspective on this would be greatly valued.

We believe we are an outstanding school not because of any external judgement, but because of our deep and abiding commitment to doing the very best for the students, teachers and leaders in our care. We want Emmanuel College to be a place where staff come to work excited about the lessons they will teach and looking forward to strengthening relationships with both colleagues and students.

If what you have read resonates with your personal values, experience and ambitions, then you are likely to be the right person for this role – and you will love working here.



Nat Ogborn
Acting 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



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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 teachers have the chance to pursue an NPQ through a national provider. Each member of staff has a line manager who is deeply interested in their wellbeing as well as their performance.

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!



THE DEPARTMENT

The Science Department consists of a hard-working and enthusiastic team of 15 staff, supported by three technicians, all committed to ensuring that every student in the College achieves their potential. The department has a strong tradition of expert classroom teaching, with effective internal communication and a collaborative atmosphere being key strengths of the team.

We are well equipped with ten laboratories, a wide range of specialist equipment, a tutorial room and a dedicated Sixth Form teaching space.

There are approximately 240 students in each year group from Years 7 to 11, with eight teaching groups in Years 7 and 8 and nine groups in Years 9 to 11. In Year 7, students are taught in mixed-attainment groups, which has proven to be a valuable transition approach for assessing foundational scientific knowledge from primary school. Throughout Key Stage 3, students continue to learn in mixed-attainment classes alongside targeted attainment groupings used for challenge, scaffolding and support. The department assesses students once every half term, with outcomes used to inform setting decisions and monitor individual progress.

In Years 7 and 8, students follow a Key Stage 3 programme of study closely aligned with the National Curriculum. Year 9 serves as a transition year in which students develop

key scientific concepts that are built upon during GCSE study in Years 10 and 11. Although Emmanuel is fully comprehensive, we are committed to entering all students for GCSE qualifications. Students study either AQA GCSE Biology, Chemistry and Physics (Separate Sciences) or AQA Combined Science.

Teaching Science at Emmanuel is both challenging and highly rewarding. Students value the subject and respond positively to the culture of high expectations. Authoritative teaching by subject specialists is a hallmark of the department, and we are proud of our contribution to the College's co-curricular offer through STEM Club, Space Club, Journal Club and participation in a range of science competitions.

Science options in the Sixth Form are extremely popular. We offer AQA A Level Biology, Chemistry and Physics, as well as the BTEC Level 3 National Diploma in Applied Science. As a department, we are passionate about nurturing excellence and sustained interest in science beyond Key Stage 4. Our challenging post-16 curriculum develops students' practical, analytical and mathematical skills alongside deep substantive knowledge. We also maintain strong links with local universities and alumni to further inspire and support our students.



“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 work within a team of subject specialists led by the Head of Science and supported by specialist curriculum leads. They will be expected to deliver the Science curriculum at Key Stage 3 and Chemistry at Key Stages 4 and 5. We expect applicants to be well qualified, self-motivated, adaptable and imaginative, and keen to join a team committed to achieving academic excellence for students aged 11-18 across a wide range of abilities.

Your motivation as a teacher will stem from a genuine commitment to the care and development of young lives. You will see children as individuals, each with unique abilities and potential, regardless of background, ability or behaviour. A high level of commitment to academic excellence, underpinned by strong subject pedagogy and consistently high standards of delivery, is essential. You will have the highest expectations of students, refusing to accept socio-economic disadvantage or special educational needs as barriers to success, and will demonstrate a natural authority in the classroom.⁷

You will aspire to be an outstanding teacher, combining mastery of your subject with strong relationships with young people and a confident grasp of the craft of the classroom.

There is no requirement for teachers to be Christians; however, it is essential that all staff understand and enthusiastically support the College's mission, ethos and values. There is a strong unity of purpose among the staff team, grounded in the shared belief that people are infinitely precious, gifted for a purpose and morally responsible. A desire to work with students from disadvantaged backgrounds and those with low academic starting points, alongside the most able and those from more privileged backgrounds, is a fundamental requirement.

If, prior to submitting your application, you would like to visit Emmanuel College to find out more about the role and the school, you would be most welcome.





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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 in Chemistry or a closely related discipline;
- teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- awareness of current developments in science 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 pupils, parents, colleagues, governors and other professionals with whom they have contact as part of their role.



66

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

OFSTED 2024



APPLICATION DETAILS

Vacancy details:

M1 - U3

Applications from ECTs and experienced teachers are welcome

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 or email HR on hrgateshead@esf-mail.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

Acting Principal Nat Ogborn MA

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EMMANUEL SCHOOLS
FOUNDATION