



CHRIST'S COLLEGE

Emmanuel Schools Foundation

Vice Principal Pastoral

VALUED, CHALLENGED, INSPIRED



WELCOME

Dear Applicant

I am delighted that you are interested in applying for the role of Vice Principal Pastoral at Christ's College. Christ's College is a Christian ethos school of character for the whole community and is one of six schools in the North of England that make up Emmanuel Schools Foundation. We are an all-through school welcoming children from Reception through to Year 11 and are described by Ofsted as a "caring and nurturing environment" with a "calm and purposeful atmosphere." (Ofsted section 5 report: October 2023). We believe that all members of our school community are infinitely precious and welcome children of all faiths and backgrounds. Our school is fully inclusive serving the local community of Pennywell in Sunderland and beyond, and we have seen a rapid growth in numbers on roll in recent years. We are now full in most of KS2 AND KS3, with a waiting list in some year groups, and numbers on our school roll now over 800.

We have high expectations for all students, encouraging their pursuit of personal best, providing a rich and broad curriculum based on high aspirations for all. We are passionate about character education, wanting purpose and our students to flourish and to contribute to their community both now and in the future. We provide a plethora of opportunities for students to lead and to serve. We believe that supportive, our students are gifted for a purpose and encourage them to discover their gifts and talents and to then use them for the benefit of others. We also believe that all are morally responsible and thus take seriously our responsibility to encourage students to make good decisions and support them to put things right if they make bad choices.

Our staff team is exceptionally welcoming and supportive, and you would be joining a school that continues its rapid journey of improvement with fantastic support from the wider trust team. Whilst our secondary provision is much smaller than average, the benefits of a smaller setting are numerous. "Staff know pupils well. Relationships between staff and pupils are caring, warm and courteous" (Ofsted section 5 report: October 2023). We have strong systems and routines for behaviour and the successful applicant will ensure that we maintain a thorough and robust application of our Positive Behaviour policy, whilst ensuring that our students are well supported and nurtured.

As leaders we are committed to lead with care, clarity and consistency in order to forge a strong professional culture of personal growth and flourishing. Leaders and staff strive to model our core virtues of love wisdom, integrity, humility, self control and fairness, and recognise that we are all on a journey of character development. We seek to forge a reflective and purposeful school environment where staff love to work, and its students love to attend. We welcome applicants who are aligned to our ethos and are committed to joining us on this exciting journey.

Mrs Julie Normanton
Principal, Christ's College



MISSION

CHARACTER EDUCATION

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

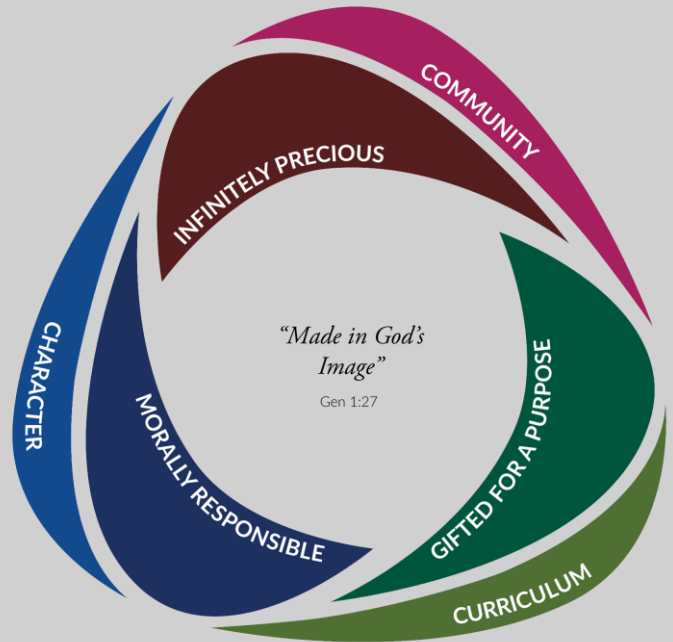
CURRICULUM EXCELLENCE

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”

A photograph of three students in school uniforms walking towards the camera on a paved path. The student on the left is a girl with a red sweater, the middle is a boy with a striped tie, and the right is a girl with a dark sweater. They are all wearing grey blazers with red trim. In the background, there is a school building with a portico supported by columns and a large arched window. Other students are visible in the background.

“

SUPPORTING STUDENTS
AND STAFF TO BECOME
THE PERSON THEY HAVE
THE POTENTIAL TO BE”

THE ROLE

At Christ's College everyone is valued, challenged, and inspired. You will provide outstanding leadership and management of inclusion, behaviour, safeguarding and attendance in the all-through school, ensuring associated policies and procedures are robust, and applied consistently. You will work with the VP Head of Primary to ensure there is a whole school approach which ensures the living out of our core virtues, removes barriers to learning and ensures that all are able to flourish.

KEY DUTIES AND RESPONSIBILITIES

Pastoral

Ensuring there is a calm and orderly environment both before and after the timetabled day and inside and outside of classrooms, so pupils are able to learn effectively. Ensuring that all pupils and families feel loved and valued (and especially those that are vulnerable), you will lead and establish clear routines for, and expectations of, pupil behaviour across all aspects of school life.

Safeguarding

As the Designated Safeguarding Lead for Christ's College, a core accountability will be to promote the safety and wellbeing of the young people in our care, and you will be responsible for ensuring that all associated policies and procedures are maintained and applied robustly and consistently, and in a way that lives out our core virtues.

Line management

To support you in your responsibilities you will lead a team including AVP Inclusion, Pastoral Managers (upper and lower school), Pastoral Administrator, Attendance Officer, First Aid Lead, Student Wellbeing Lead, and Inclusion Support Workers who will support you.

THE PERSON

Essential

- Degree or equivalent
- Teaching qualification
- QTS
- Evidence of further professional development
- Current DSL Qualification
- Substantial teaching experience in Primary or Secondary
- Experience of strategically managing a team and experience of working as a member of the Senior Leadership Team
- Able to articulate how a Christian ethos could be developed and implemented across an all through school
- Excellent interpersonal and communication skills to support students' needs
- A clear enhanced DBS check
- Strong communication and influencing, skills both written and oral
- Strong leadership and management qualities – a demonstrated ability to inspire and motivate others, yet maintains a fair and inclusive personal style

Desirable

- NPQH or NPQSL
- Experience of working in a school with a distinctive Christian ethos
- Experience preparing data for stakeholders including governors





APPLICATION DETAILS

Vacancy Details

Salary: L14 – L20

Start date: As soon as possible

Location: Christ's College, Pennywell Road, Sunderland

Working Terms: Permanent

Closing date: **Thursday 24 September 2026**

Interview Date :Tuesday 29 September

How to apply:

Please apply via My New Term

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.