



EMMANUEL COLLEGE

*Emmanuel Schools Foundation*

# HEAD OF RELIGIOUS EDUCATION

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 to be Head of Religious Education at Emmanuel College.

We truly believe that Emmanuel College is a fantastic and exciting place to study as a student and work as a teacher. We are looking for a candidate who believes that Religious Education is an essential, stimulating subject, which asks the ultimate questions on which all other subjects are based – the “queen of the sciences”, as Thomas Aquinas said. Accordingly, Religious Education is to be taught passionately, making strong links to other subjects, and to the world of today.

At Emmanuel, we are extremely proud of our Religious Education curriculum, and have sought to get just the right balance of breadth and depth, to ensure students are confronted with different truth claims that stretch their minds and challenge their hearts. We passionately believe in education that prioritises the development of character; while our exam grades are excellent, we are most excited about nurturing our students to be curious, resilient, reflective and confident persons. We aim to show them how religion, particularly Christianity, has made the Western world that we live in, but also to understand and respect a plethora of different global worldviews and cultures.

All students in KS4 at Emmanuel College take RE GCSE and we have a strong uptake at A Level as well. This demonstrates the importance we place on the subject in the school today.

As a head of department you would have the opportunity to share your opinion and input into a wide range of issues across College, working closely with senior colleagues. We believe that heads of department should have the autonomy they need to lead their department and that they should be fully supported to do this by giving them a line manager who understands their department and subject well.

The Head of RE is also a role in which we would expect the successful candidate to contribute to our daily act of worship, Good Morning Emmanuel, being part of the team that delivers the daily ‘thought’, and be a key member of staff in ensuring the continued strengthening of our generous and inclusive Christian ethos.

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 and ability, faith position, social or ethnic background. Student behaviour is excellent, and we put a great deal of emphasis on ensuring that staff can work in an environment where students want to learn. These high standards are maintained because of a relentless commitment to expectations and routines and so each teacher should be enthusiastic about upholding these. We are committed to the holistic development of young people: outstanding teaching goes hand in hand with opportunities for character development.

As Principal, I am looking for subject leaders who are passionate about their subject, have expert subject knowledge and care deeply about securing the best life chances for the young people in our care. I am also interested in learning about you as a person and what you might offer the College beyond the Religious Education classroom. We firmly believe that for students to gain the most from school they should be able to experience a wide range of co-curricular offerings and your perspective on this would be most useful.

We believe that we are an exceptional school, not because of any external judgement, but because we have a deep and abiding commitment to do the best we can for the students, teachers and leaders in our care. We want our College to be a place where staff come to work excited about the lessons they are going to teach and looking forward to strengthening the relationships they have with colleagues as well as students. One of you reading this will become our next Head of Religious Education and will be able to work with colleagues across our multi-academy trust to ensure that our curriculum is exceptional, that students are given the opportunity to deepen their understanding of their own worldview and the worldview of others and that our students flourish in the RE classroom.

If what you have read above excites you and aligns with your personal values, experience and ambitions, then you are probably the right person for this role and you will love working here.

Nat Ogborn MA  
Principal

# MISSION

## CHARACTER EDUCATION

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

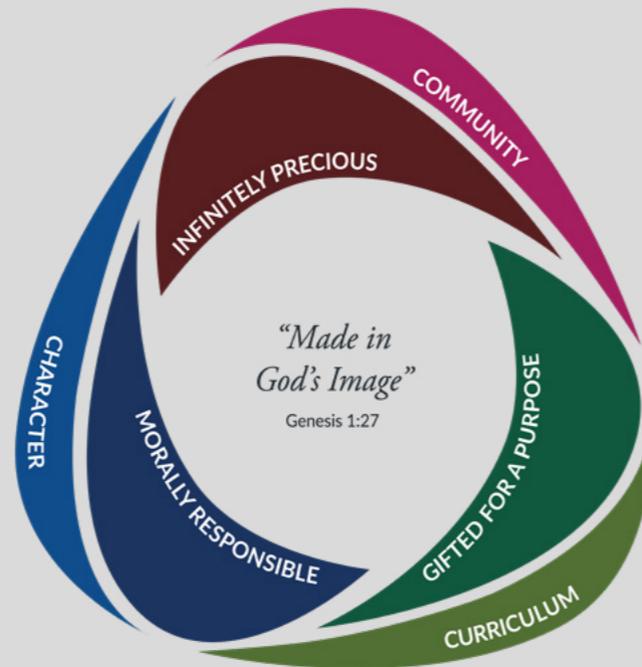
## CURRICULUM EXCELLENCE

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



“  
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 heads of department have the chance to pursue an NPQLT qualification through a national provider.

As a line manager, you will play an important role in overseeing the wellbeing, as well as performance, of your staff. This is also the case for our heads of department:

you will have a line manager from the senior team who is deeply interested in you, your welfare as well as your development. Furthermore, the Head of Maths benefits from the sense of collegiality and stimulation provided by membership of the College's Wider Leadership Team.

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

We are a hardworking and enthusiastic team of six staff who are committed to character and academic excellence. We are all passionate about our subject, and work together to ensure we teach stretching and interesting content in an engaging and challenging way.

All students at Emmanuel College have two lessons of Religious Education a week in Years 7-10, and three a week in Year 11. Our curriculum is worldview based and draws out our desire that students reflect upon their own worldview while exploring the worldviews of others. We seek to draw links between these worldviews and practice – what it is that makes people live differently. Furthermore, students are to understand how history has shaped religious belief and practice, and how religious belief and practice shaped history, affects the world today, and could affect the future, whether this is with regard to geopolitical conflicts, human rights, or sexual ethics.

Religious Education classrooms at Emmanuel College are to be lively, hives of discussion, where all students are encouraged to contribute and share and debate views. They are also to be focused, with excellent written work being produced, beyond that which a student might feel they are capable of when they first begin their religious education journey.

Many students opt to take A-Level Religious studies, and we have built up a great deal of expertise in Philosophy, Ethics and New Testament. Students are highly engaged and diligent, and there is an opportunity to strongly challenge perceptions and stretch minds through high quality debate and discussion.

All members of the department are expected to contribute to leading our daily act of worship, Good Morning Emmanuel.



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**GRADES ARE THE CURRENCY  
WITH WHICH STUDENTS  
BUY A BETTER FUTURE”**



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A RELENTLESS DRIVE TO ENSURE  
THAT ALL PUPILS ACHIEVE THEIR  
FULL POTENTIAL”

OFSTED 2024

# 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 be passionate about the academic study of religion, philosophy and ethics and eager to display their continuing relevance. In the classroom, you will be able to engage students in thoughtful and diligent study, and enjoy challenging students' thinking, as well as able to tailor your approach to ensure excellent progress for all students, regardless of background or ability. A commitment to and passion for character education is a must. You will be a dynamic and enthusiastic leader who will confidently step into the role of Head of Religious Education, leading our team of motivated, expert and experienced staff to ensure that exceptionalism is sustained.

You must possess the skills and determination to make a significant difference to the lives of our students and share our goal of helping all students to achieve more than they ever thought possible. You will ensure exceptional teaching and learning is in place in Religious Education to ensure outstanding outcomes for students. You will believe in holistic education where character matters alongside excellence in the academic curriculum, but you will also have a track record of ensuring rapid academic progress. You will be able, with support from the team and the Assistant Head of Department, to deliver the Religious Education curriculum to Key Stages 3, 4 and 5.

We expect all applicants to be well qualified, self-motivating, adaptable and imaginative. You will be keen to join a team that is committed to achieving academic excellence in their teaching of Religious Education to students of a wide ability range between the ages of 11 and 18.

Your motivation as a teacher will be the positive care and development of young lives and you will view children as individuals, gifted with unique abilities and potential regardless of background, ability or behaviour. You will have the highest expectations of students, refusing to believe that socio-economic deprivation or special educational needs should act as a barrier to success, and possessing a natural authority in the classroom. You will aspire to be an outstanding teacher, combining a mastery of your subject with strong relationships with young people, and having a confident grasp of the craft of the classroom.

There is a remarkable unity of purpose within the current staff team as individuals unite around our core beliefs that people are made in the image of God. You will enjoy encouraging students of all backgrounds and abilities to ask the big moral questions in life.

The successful candidate will be fully aligned with and enthusiastic about our ethos, and how it pertains to the teaching of RE. Through their teaching, they will support students in exploring the Christian faith for themselves. They will help students think and talk about the big questions of life and help them find answers from personal experience and from our inclusive Christian ethos.

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.



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**WE BELIEVE IN EXCELLENCE IN CHARACTER DEVELOPMENT, LEARNING ACROSS THE CURRICULUM AND SERVICE TO OUR COMMUNITIES”**



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**A PLACE WHERE EVERYONE IS  
WELCOME AND SAFE”**

# THE **ROLE**

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

**The rapid progress and exceptional academic achievement of all students in Religious Education with a particular emphasis on:**

- being a visible example of our ethos, core virtues and leadership expectations that we hold, and through this contributing actively to Good Morning Emmanuel;
- ensuring decisions are driven by quality of provision and student progress data;
- building a cohesive staff team where the development of staff as teachers (both subject knowledge and quality of instruction) and leaders (career development and succession planning) is a core part of your practice.

**Implementing an exceptional Religious Education curriculum and providing opportunities for students to grow in character with a particular emphasis on:**

- working in collaboration with colleagues within Emmanuel and the multi-academy trust to align with our cross trust aims and principles, ensuring that our KS3 provision is embedded in the religion and worldviews approach and an exceptional experience for our students;
- ensuring the curriculum contains a clear progression from KS2 to KS5 and beyond and that all staff can articulate what is taught, why it is taught at that point in the curriculum and what it will lead to next for the students;
- implementing schemes of work that clearly define the substantive and disciplinary knowledge and vocabulary that students need to master and which lead to consistently exceptional teaching; while building meaningful curriculum links to a wide range of enrichment opportunities to engage all groups of students and build their cultural capital.

**Ensuring that the teaching of Religious Education is consistently exceptional with a particular emphasis on:**

- ensuring that schemes of work and lesson resources support consistently exceptional teaching and are regularly reviewed/improved through collaborative planning;
- leading regular quality assurance of effectiveness of teaching across the department, continually identifying examples of best practice to be disseminated and areas for improvement to be addressed through collaborative planning and support;
- creating a culture of reflective practice and improvement and professional dialogue across your team so that staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.

# 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;
- teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- passion for Theology and Philosophy and an ability to discuss contemporary issues from a theological or philosophical perspective;
- a detailed understanding of developments within the subject in recent years, and the religion and worldviews approach;
- evidence of successful secondary teaching;
- a clear demonstrable record of excellent classroom practice;
- experience of leading others;
- the ability to articulate how a Christian ethos could be developed and the capacity to contribute to this;
- experience of working strategically with data;
- excellent people skills with the ability to build long-term relationships;
- strong communication skills and high levels of literacy;
- excellent organisational skills;
- high energy levels and a willingness to work hard;
- 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 a committed Christian; *Emmanuel College is designated as a school having a Christian character and the provisions of the School Standards and Framework Act 1998 apply to this establishment, accordingly the post of Teacher of Religious Education is a reserved post*
- 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.



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**A PLACE WHERE ALL STUDENTS AND STAFF HAVE EQUALITY OF OPPORTUNITY AND SUPPORT”**



# APPLICATION DETAILS

## **Vacancy details:**

Leadership L5 - L10

Required to start September 2026

## **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](http://www.emmanuelcollege.org.uk) or email HR on [hrgateshead@esf-mail.org.uk](mailto: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](#)

## **Designation**

Emmanuel College is designated as a school having a Christian character and the provisions of the School Standards and Framework Act 1998 apply to this establishment, accordingly the post of Teacher of Religious Education is a reserved post

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*

Principal Nat Ogborn MA

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**EMMANUEL SCHOOLS  
FOUNDATION**