



EMMANUEL COLLEGE  
*Emmanuel Schools Foundation*

# MUSIC CURRICULUM LEAD

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 the Music Curriculum Lead at Emmanuel College.

We truly believe that Emmanuel College is an exciting and creative place to study as a student and work as a teacher. We are looking for a candidate who believes that music is an inspiring, valuable arts subject, to be taught with creativity, expert pedagogy and outstanding musicianship.

At Emmanuel, we are proud of our music and arts curriculum, which is underpinned by a commitment to constant engagement in music performance and composition alongside experiencing music of different genres and cultures. As the Music Curriculum Lead at Emmanuel, you would join a department committed to arts education, cognisant of the need to ensure all students receive high-quality teaching. All members of the department are valued and supported, strength of practice is celebrated as well as opportunities cultivated to furnish the development of the individual. The department comprises a highly motivated and skilled group of individuals who work hard to deliver exceptional provision. Each member of the team is highly valued, in the belief that collaboration is key to serving both our students and each teacher's professional development.

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 teachers and 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 music 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.

In your application, please focus on your vision for a music curriculum and your vision for what should take place in a successful music classroom. What does an outstanding music curriculum look like? How will it enable students to gain a deep understanding and love of the subject? How is this implemented in the classroom? I know that you will have strong feelings about how music education should take place and I really want to hear them!

We believe that we are an outstanding 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 Music Curriculum Lead and will be able to lead on the implementation of the music curriculum you have always dreamed of. If you have long said to yourself "this is what the perfect music department would do", then we want to give you the opportunity to create just that.

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.

Matthew Waterfield MA  
Principal



# MISSION

## CHARACTER EDUCATION

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

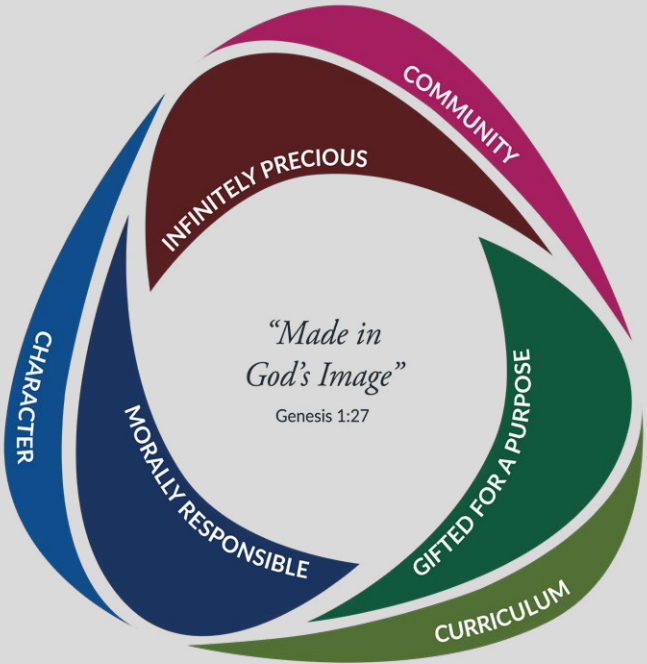
## CURRICULUM EXCELLENCE

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

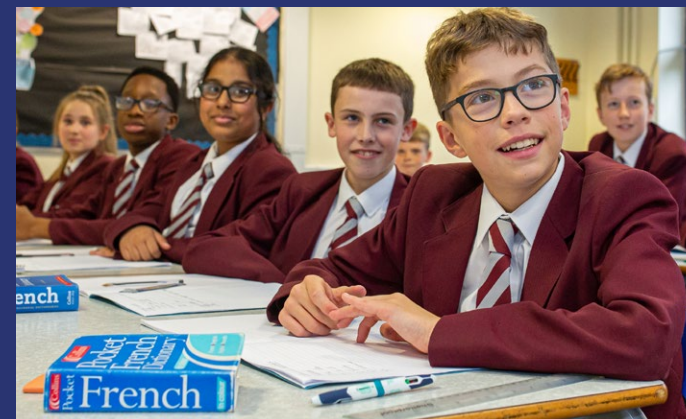
We recognise that staff are our most important resource: they will have the biggest impact on the quality of education that our students receive. The Emmanuel staff body is an impressive group: well qualified, highly motivated and eminently hardworking. Colleagues are keen to continue developing their 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 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 Creative Arts department comprises a large staff team teaching art, drama, graphics, LAMDA and music led by the Creative Arts and Events Lead. In addition, we are privileged to work with an experienced team of self-employed instrumental teachers who alongside our LAMDA teachers provide instrumental lessons and speech and drama lessons for almost a third of the student body. We are well equipped with two music classrooms with Sibelius suites and keyboards, two drama studios, three art classrooms and an auditorium space, which will be developed into a theatre. The department has established a firm tradition of expert classroom teaching as well as a well-respected and varied co-curricular and events programme that support student leadership and character development. We are supported by a forward-thinking senior team who value the arts and the opportunities for student leadership and character education.

All students in year 7 to 9 receive a curriculum music and art lesson each week and this year we are adding drama to that provision. The Music department assesses students throughout each term, with the assessments covering performance, composition and listening and appraising. We offer a varied and knowledge-rich curriculum including instrumental and vocal music, music for stage and screen, popular genre music and fusion music. We offer GCSE and A-Level courses in Art, Graphic Communication, Music and Drama and are hoping to implement BTEC qualifications also. The Creative Arts Lead has built on the work of previous heads of department to take the arts to a new level at Emmanuel College. Not only

is there a breadth of participation, but the ambitious nature of the curriculum, the events repertoire and the quality reached by our students are remarkable for a comprehensive school. This has been achieved as the result of a partnership between the arts teaching staff, Emmanuel colleagues and a large team of expert peripatetic tutors who share a vision for music and the arts' potential to unlock the human soul and enrich both individuals and the whole community.

The arts form an important part of each day at Emmanuel College in our curriculum lessons, co-curricular groups, individual instrumental and LAMDA lessons and celebration assemblies. Music and Drama are an integral part of our events programme including our annual Carol Service and Presentation Evening that take place in the inspiring Hall One at Sage Gateshead. Each year the Creative Arts department stages a breath-taking whole college production; these have included *Les Miserables* in 2019, the Greek tragedy *Antigone* in 2020, *The Sound of Music* in 2022 and this year's *Treasure Island*. We also stage Christmas and Gala concerts each year to showcase the work of our musicians and ensembles. As a team we fully involve ourselves in these events and our music ensembles include Performance Choir and One Voice Choir, Jazz Band, Orchestra, Senior String Ensemble, Stage Door Drama Club, Art Clubs and LAMDA Public Speaking groups. We welcome musicians who thrive on working with ensembles, whether that be as a musical director for our production, choir leader or conducting or playing in our orchestra or jazz band.



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





“  
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 be a highly-skilled musician able to work alongside the Creative Arts and Events Lead to deliver an outstanding curriculum and co-curricular arts provision at Emmanuel College. An outstanding teacher, you will be able to teach at Key Stages 3, 4 and 5, offering GCSE, A-Level and potentially BTEC experience. In addition, you will have a willingness to immerse yourself in our wide range of co-curricular music and creative arts events at Emmanuel. Our arts team are all well qualified and have industry or professional experience and we are looking for musicians who can offer the same. We welcome applications from leaders in the music field who are forward-thinking and experienced in a wide range of musical genres, but who also have a firm understanding and knowledge of classical music. We are seeking a music practitioner who is motivated, adaptable and creatively inspiring to join a team that is committed to achieving academic excellence in their teaching of the arts to students of a wide ability range between the ages of 11 and 18. Please do contact us to arrange a visit to the college to meet the Creative Arts Lead and the team.

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. A high level of commitment to achieving academic excellence

compounded by proficient subject pedagogy and high standards of delivery is a prerequisite for this post. 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 no requirement that individual teachers should be Christians, but it is essential however that all staff understand and enthusiastically support our mission, ethos and values. There is a remarkable unity of purpose within the current staff team as individuals unite around our core beliefs that people are infinitely precious, gifted for a purpose and morally responsible. A desire to work with the most deprived in our communities and those with low academic starting points, as well as with the most able and those from more privileged backgrounds, is an essential prerequisite.

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

Curriculum Leads are responsible to their Head of Department for:

## Ensuring that curriculum intent is exemplary:

- planning a curriculum that is ambitious, knowledge-rich, embraces the College ethos, and is coherently planned and sequenced towards cumulatively sufficient knowledge and skills for future learning and employment;
- providing for all students, including the most disadvantaged and those with SEND, the knowledge, expertise, and cultural capital they need to succeed in life;
- leading the construction, curation and reviewing of all relevant curriculum mapping documents, knowledge organisers and intent statements that develop a shared intent between staff, students and parents.

## Ensuring an exemplary implementation of the curriculum:

- leading the construction, curation and reviewing of relevant curricula resource that support the teachers' expert teaching (instruction, practice and feedback) of the subject, and align with the subjects' ambitious curriculum intent;
- leading the construction, curation, analysis and reviewing of formative and summative assessments that are reliable, valid for the purpose they are designed for and generate high quality information on which decisions can be made about student learning; this includes working closely with the Head of Department and other relevant staff on exam analysis and post-exam action plans, particularly in relation to GCSE and A Level courses;
- working closely with the Head of Department and other relevant staff on quality assuring the teaching of the subject via learning walks, observations and contributing to curriculum and learning reviews.

## Ensuring a commitment to continued professional learning:

- ensuring that all work on the curriculum, including all elements of its intent and implementation, align absolutely with the College ethos and quality of education policies; and is research driven and evidence based;
- working closely with the Head of Department to ensure the continued professional development of colleagues to improve their subject, pedagogical and pedagogical content knowledge that enhances their teaching of the curriculum and the appropriate use of assessment;
- leading whole College, departmental and select staff CPL on curriculum intent and implementation as part of the staff development cycle.



# THE OPPORTUNITY

This is a rare opportunity which would suit an experienced 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);
- grade 8 in an instrument;
- the ability to play piano (desirable);
- awareness of current developments in music with a lifelong commitment to learning;
- evidence of successful secondary teaching;
- 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.



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





# APPLICATION DETAILS

## Vacancy details:

Salary dependent on experience with the Curriculum Lead responsibility attracting an additional payment of 2ESF points (currently = £4,435)

Applications welcome from those wanting full or part time work

Required to start September 2023

## Deadline:

Closing date: **Monday 17 April at 9:00am**

Interviews will be taking place **later that week**

## 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 call HR on 0191 461 4156 or email [hr@emmanuelctc.org.uk](mailto:hr@emmanuelctc.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*

Principal **Matthew Waterfield MA**

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**EMMANUEL SCHOOLS  
FOUNDATION**