



EMMANUEL COLLEGE  
*Emmanuel Schools Foundation*

HEAD OF MUSIC

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 Head of Music 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 Head of Music 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 Head of School, 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.

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 Head of Music 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.

  
Nat Ogborn MA  
Head of School



# MISSION

## CHARACTER EDUCATION

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

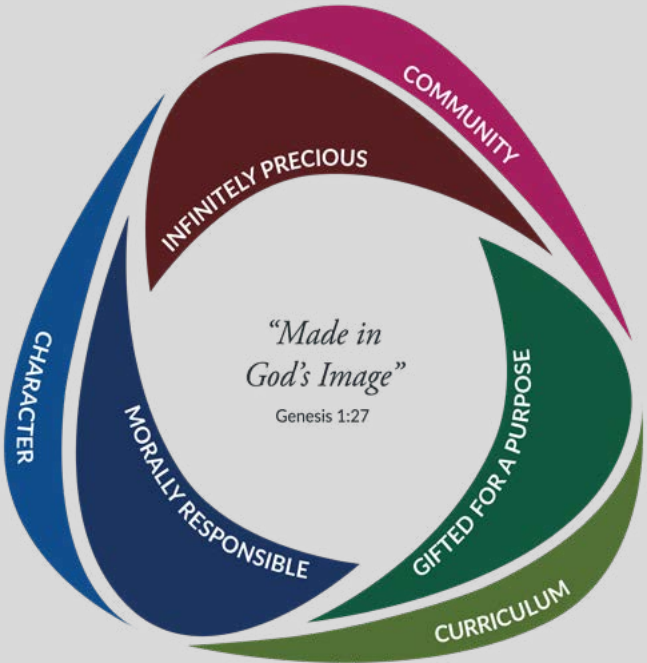
## CURRICULUM EXCELLENCE

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 the 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 Music 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

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, drama and art lesson each week. In the arts we assesses students throughout each term, with the music 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. The Creative Arts and Events 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 collective vision of striving for excellence in the arts.

The arts form an important part of each day at Emmanuel College in our curriculum lessons, cocurricular 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 The Glasshouse, 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 Treasure Island in 2023. 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.



“

**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, teacher and leader, who will deliver an outstanding curriculum, co-curricular provision and events programme at Emmanuel College, working with the Creative Arts and Events Lead. An inspirational teacher, you will be able to teach at Key Stages 3, 4 and 5, offering GCSE and A-Level. In addition, you will lead on student recruitment for Instrumental Teaching, inspiring young musicians to develop their playing and engage in our co-curricular ensembles.


Our arts team are all well qualified and have industry or professional experience and we are looking for a musician 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 a motivated leader, 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.

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.



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





“

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

# THE **ROLE**

**Responsible to the Creative Arts and Events Lead for:**

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

- being a visible example of our ethos, core virtues and leadership expectations that we hold;
- 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 music curriculum and providing opportunities for students to enjoy music beyond the school classroom with a particular emphasis on:**

- 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;
- building meaningful curriculum links to local industry as well as a wide range of enrichment opportunities to engage all groups of students and build their cultural capital.

**Ensuring music teaching 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 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;
- 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 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:

Leadership L9 - L12  
Required to start April 2024

## Deadline:

Closing date: **Friday 9 February at 9:00am**  
Interviews will take place the following 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*

Lead Principal **Matthew Waterfield MA** Head of School **Nat Ogborn MA**

Emmanuel College, Consett Road, Gateshead, Tyne and Wear, NE11 0AN

T: 0191 460 2099 E: [enquiries@emmanuelctc.org.uk](mailto:enquiries@emmanuelctc.org.uk)

[www.emmanuelcollege.org.uk](http://www.emmanuelcollege.org.uk)



**EMMANUEL SCHOOLS  
FOUNDATION**