



EMMANUEL COLLEGE

*Emmanuel Schools Foundation*

HEAD OF MATHEMATICS

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 Maths 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. Whilst we are an outstanding school, we do not believe that we have finished our journey: we are looking for someone who can take our mathematics department to the next level. We are looking for a candidate who believes that maths is an inspiring and beautiful subject, inherently worthy of study beyond its practical utility; someone who has a vision for what excellence in the maths curriculum looks like and is excited by the prospect of working in a team of like-minded maths specialists to implement it. We are excited by how maths education in the last few years has developed and are therefore looking for someone with insight and understanding about current research and development in the subject.

As a head of department, you would be a member of the College Leadership Group where you would have the opportunity to share your opinion and input into a wide range of issues across College. 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.

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 head of department 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.

We are 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. We are also interested in learning about you as a person and what you might offer the College beyond the maths department. 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 maths curriculum and your vision for what should take place in a successful maths classroom. What does an outstanding maths 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 maths 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 Head of Maths and will be able to lead on the implementation of the maths curriculum you have always dreamed of. If you have long said to yourself “this is what the perfect maths 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.

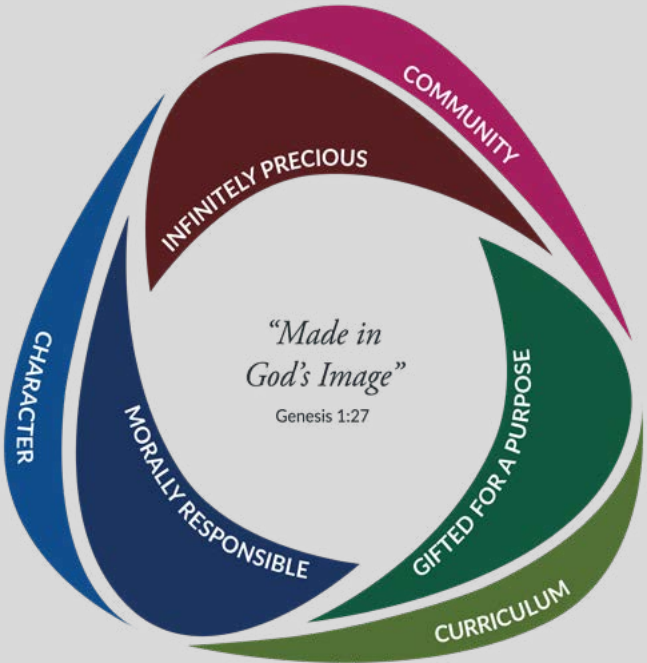
## CURRICULUM EXCELLENCE

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 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

At Emmanuel College we want all our students to know that they are mathematicians, understanding that we study mathematics because it enables us to become numerate, informed citizens with an insight into how and why the world is constructed as it is. We aspire for all students to think hard, be resilient learners, and experience success. We do this by embedding reasoning and problem-solving throughout our curriculum alongside sufficient opportunities to practise the fundamental skills.

Our curriculum enables all students to be mathematically fluent, preparing them for the opportunities, responsibilities, and experiences of later life, learning and work. Our curriculum in mathematics goes far beyond the National Curriculum; as well as achieving academic success, we believe our curriculum should develop students' character. We seek to engage minds so that all students increasingly think independently. Our students will experience the beauty, power and enjoyment of mathematics and develop a sense of curiosity about the subject whilst developing a secure and deep understanding of mathematical concepts through multiple representations.

The mathematics department consists of a hardworking and enthusiastic team of 13 staff who believe in a culture of 'no limits' and academic excellence, underpinned by extremely high expectations and consistency. Our KS3 and KS4 curriculum is structured using the sequencing of the White Rose Maths schemes of learning which have been influenced, inspired and informed by the work

of leading maths researchers and practitioners across the world. This is an ambitious, connected and inclusive curriculum accessible to all pupils right through from Year 7 to the end of KS4, with the aim of building a deep culture of understanding, confidence and competence in mathematics.

Substantive knowledge is both horizontally and vertically sequenced in the curriculum; revisiting the concepts in other areas of the curriculum and making sure that topics are covered so that students experience variety as well as consolidation.

We are committed to ensuring our students develop a passion for mathematics and choose to continue with mathematics in the sixth form, this is reflected in the size of our cohort with three A level mathematics classes and a class of Further Mathematicians. Our KS4 and KS5 curriculum follows the Edexcel Mathematics specification and we have a team of staff with experience of working for the exam board and the authoritative teaching of subject specialists is a hallmark of our department. As a department, we feel passionate about nurturing a continued culture of excellence and interest post-16 and possess a wealth of A Level experience, which ensures those new to this stage of specialism are expertly guided. Our department is exceptionally well-resourced, giving you the space to support with extra-curricular activities or embark on CPD to improve your own personal development.



“

**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

We are looking to appoint a dynamic and enthusiastic leader who will confidently step into the role of Head of Mathematics, leading our team of motivated and experienced staff and moving the department beyond outstanding. 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 mathematics 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 in the classroom.

The successful candidate will be able to lead a team of teachers to deliver an exceptional mathematics curriculum at Key Stages 3, 4 and 5. We expect all applicants to be well qualified, self-motivating, adaptable and imaginative. They will be keen to join a team that is committed to achieving academic excellence in their teaching of mathematics to students of a wide ability range between

the ages of 11 and 18. A particular interest in recent developments in your specialism, experience in the application of ICT within your curriculum area and an awareness of current mathematics curriculum initiatives would be an additional advantage.

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 Assistant Vice Principal (Academic Standards) for:**

**The rapid progress and exceptional academic achievement of all students in maths 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 maths curriculum and providing opportunities for students to enjoy maths 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 maths 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.



# PERSONAL SPECIFICATION

ESSENTIAL	DESIRABLE	HOW MEASURED
QUALIFICATIONS		
Bachelor's Degree or equivalent	Master's level qualification in a relevant discipline	Application form and certificates
Teaching qualification (Secondary)	NPQLT, NPQML or NPQSL	Application form and certificates
Qualified Teacher Status (QTS)		Application form and certificates
Evidence of further professional development	Evidence of substantial research and developmental experience	Application form and certificates
KNOWLEDGE AND EXPERIENCE		
Secondary school teaching experience	Substantial secondary school teaching experience in at least two contrasting environments	Application form, personal statement, results and references
Experience of leading others	Experience of strategically managing a team	Application form, personal statement, references
The ability to articulate how a Christian ethos could be developed and the capacity to contribute to this	Experience of working in a school with a distinctive Christian ethos	Application form, personal statement, interview
Experience of working strategically with data	Expert level ability to analyse and interpret data	Application form, personal statement, interview
Understanding the characteristics of effective strategies used to raise student attainment in mathematics		Application form, personal statement, interview
A clear demonstrable record of excellent classroom practice		Application form, personal statement, results



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





# APPLICATION DETAILS

## **Vacancy details:**

Leadership L9 – L12

Required to start September 2024

## **Deadline:**

Closing date: **Monday 15 April at 9:00am**

Interviews date to be confirmed

## **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**

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**