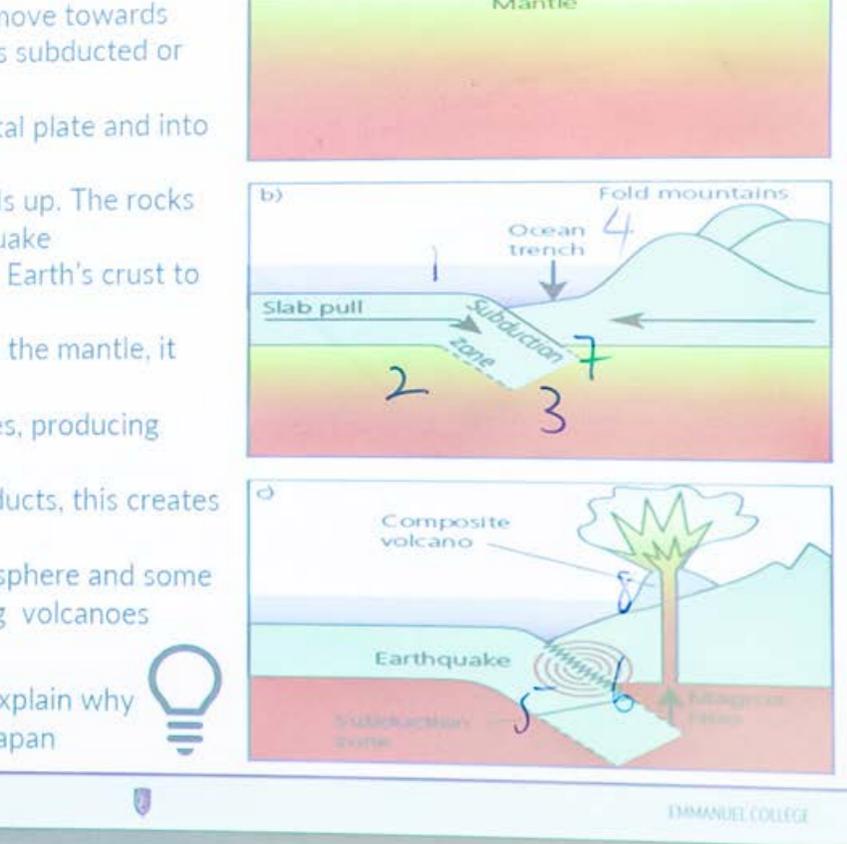




EMMANUEL SCHOOLS  
FOUNDATION

ASSOCIATE TEACHER

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 excited to be seeking to employ a team of Associate Teachers to work across our two Gateshead schools (Emmanuel College and Grace College). We are looking for passionate and dedicated individuals who dream of a fulfilling career in education and are eager to make a difference in the lives of young people. You will be part of a vibrant school community, offering hands-on classroom experience and opportunities to engage in school events and co-curricular activities. Being part of a department/faculty will give you the opportunity to work in a collaborative and nurturing environment where you can thrive. You'll receive ongoing support and personalised guidance from experienced practitioners, collaborate closely with department/faculty members, and gain practical teaching skills.

We are looking for confident but caring individuals who enjoy working with young people but want to do so without the additional demands of planning, preparation and marking that are associated with the work of a class teacher. The Associate Teacher's main job is to manage a classroom, ensuring that students remain on task with the work they have been set. Associate Teachers will be assigned to a department/faculty where they will work collaboratively with staff members, deliver pre-planned lessons, attend visits and engage in department/faculty activities. You will need experience of working with young people and being able to communicate effectively with them. You might have gained this experience working as a teacher in the past or in a similar role.

Classrooms at our schools are calm and respectful places and you can expect to build up a strong rapport very quickly with our students so that each lesson that you cover can be a calm and enjoyable experience for each member of the class and for you as well!

You will work under the guidance of one of our experienced Assistant Vice Principals who will direct your work each day. You will be based at either Emmanuel College or Grace College, so that relationships can be developed with staff and students. Pastoral and senior staff are always on hand should you need support.

Our strong partnerships with schools and educational institutions enhance your career prospects, while our professional development initiatives will help you to continue to be a lifelong learner and reflective practitioner. Obtain strong recommendations and references from school staff to support your future applications, making you a highly attractive candidate.

For the right candidate, this role promises to be very rewarding and engaging.

Matthew Waterfield MA  
Lead Principal

# MISSION

## CHARACTER EDUCATION

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

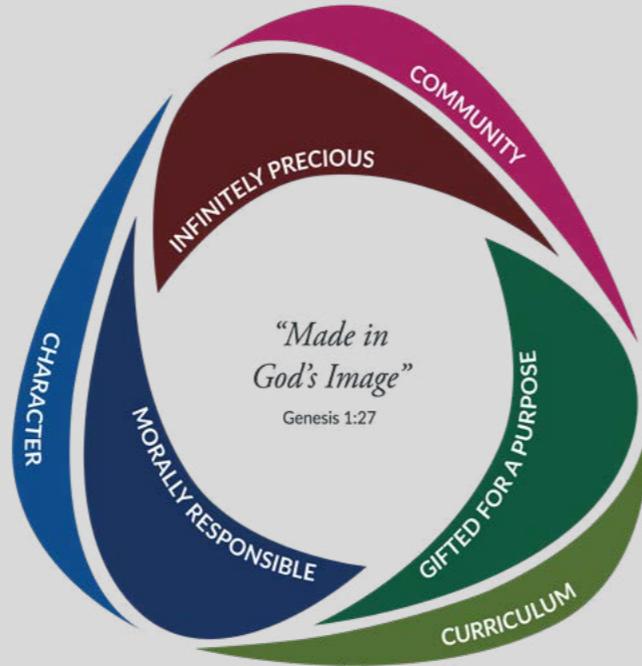
## CURRICULUM EXCELLENCE

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”



“  
OPEN MINDS, A THIRST FOR  
KNOWLEDGE AND INTELLECTUAL  
ACADEMIC CURIOSITY”

# ACADEMIC EXCELLENCE

Our 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.

**We are 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.



# POTENTIAL APPLICANTS

Associate Teachers will be part of the school community, working closely with staff and students. Associate Teachers will have the time to develop and refine their classroom craft as they will not have the additional demands of planning, preparation and marking that are associated with the work of a class teacher. Lessons to be covered for colleagues will be pre-planned by the class teacher. Associate Teachers will work closely with members of their department/faculty, attend meetings and visits. The role being offered would appeal to many candidates who are about to start or are part way through their journey to becoming an education professional. For example, a candidate who:

- wants to gain experience before applying or starting Initial Teacher Training;
- has gained QTS and wants to work in a school/classroom before gaining a full-time teaching position.

## STEP BEFORE INITIAL TEACHER TRAINING

Are you passionate about making a difference in the lives of young people? Do you dream of a fulfilling career in education? Do you want to make sure that teaching is the correct profession for you? This position is your gateway to becoming an inspiring and effective teacher.

Our goal is to ensure that you not only understand your subject matter thoroughly, but you also know how to effectively convey that knowledge to students. Develop essential classroom management skills through hands-on practice. Learn how to create a positive learning environment, handle disruptions, and engage students effectively.

Our strong partnerships with schools and educational institutions increase your chances of securing a teacher training position.

## STEP AFTER INITIAL TEACHER TRAINING

Are you a trained educator who is seeking to secure a full-time teaching position? This position will help you to enhance your skills, gain valuable classroom experience, and increase your employability, making you the master of your teaching career.

Enhance your pedagogical knowledge and teaching techniques, while also exploring other roles within the school. Develop skills in areas such as curriculum planning, assessment strategies, pastoral care, and educational leadership.

Demonstrate your capabilities and commitment to potential employers by building a proven track record within the school. Obtain strong recommendations and references from school staff to support your job applications, making you a highly attractive candidate for full-time teaching positions.



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



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

# ASSOCIATE TEACHER

This programme is designed for trained educators who are seeking to secure a full-time teaching position. This program helps you enhance your skills, gain valuable classroom experience, and increase your employability, making you the master of your teaching career.

## WHY BECOME AN ASSOCIATE TEACHER?

### **PART OF THE SCHOOL COMMUNITY**

You will become an integral part of our vibrant and supportive school community. Opportunities will be given to work with staff and students inside and outside of the classroom. Participate in school events, co-curricular activities, and community projects.

### **ONGOING SUPPORT**

Receive support from outstanding practitioners, ensuring your growth and development as an educator. Learn from experienced teachers who provide personalised guidance and support throughout your journey.

### **MEMBER OF DEPARTMENT/FACULTY**

Be part of a team as you collaborate with experienced teachers and school staff, benefit from their wisdom and insights. Collaborate with department members, giving you a balanced blend of support and independence.

### **PROFESSIONAL DEVELOPMENT**

Our professional development will ensure that you have the opportunity to grow, adapt and enhance your skills to meet the needs of an education professional.

### **HANDS-ON EXPERIENCE**

Gain practical experience in the classroom, delivering pre-planned lessons to students. This will help you develop your understanding of classroom dynamics and refine your instructional techniques. Constructive feedback on your teaching methods and your classroom management will help you develop.

### **STUDENT INTERACTIONS**

Build meaningful connections with students. Help shape their development both academically and personally. Work with students from various backgrounds and learning abilities. This exposure will help you develop strategies to meet the needs of all learners and foster an incisive classroom environment.

### **CAREER OPPORTUNITIES**

Our strong partnerships with schools and educational institutions enhance your career prospects, while our professional development initiatives will help you to continue to be a lifelong learner and reflective practitioner. Obtain strong recommendations and references from school staff to support your applications, making you a highly attractive candidate.

# THE PERSON

We expect all applicants to be self-motivating, adaptable and imaginative, and keen to join a team that is committed to achieving academic excellence amongst students of a wide ability range between the ages of 11 and 18.

Your motivation 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 be passionate



about fostering a love of learning, possess the ability to form strong relationships with young people and have a confident grasp of the craft of the classroom. 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 and/or Grace College to find out more about the role, then you would be most welcome.



GENERAL  
INTERERE

“

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





“

**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. Colleagues are keen to continue developing their knowledge, skills and experiences 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 role and 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 and Grace staff enjoy a number of additional benefits. These include a daily lunch allowance in the College Restaurant, laptop, free use of our fitness suite and library at Emmanuel, 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. We also have opportunities throughout the year to provide voluntary support for a range of co-curricular activities.



# THE OPPORTUNITY

This is a rare opportunity which would suit someone wanting to work in education to develop their skills.

## PERSONAL SPECIFICATION

You will have:

- 5 GCSEs or equivalent A\* - C, including Maths and English (E);
- Degree or similar level vocational / professional qualifications (D);
- bachelor's Degree or equivalent (D);
- teaching qualification (Secondary) (D);
- Qualified Teacher Status (QTS) (D);
- experience of working effectively as part of a team (E);
- experience of teaching whole class groups (D);
- experience of working with secondary age young people (D);
- strong communication and excellent literacy skills (E);
- a basic understanding of the principles of safeguarding (E);
- a commitment to the Foundation's Christian ethos and educational purpose (E);
- excellent people skills with the ability to build long-term relationships (E);
- strong communication skills and high levels of literacy (E);
- excellent organisational skills (E);
- experience of using Microsoft applications or a willingness to develop these skills quickly (E);
- willingness to participate in co-curricular activities (E);
- commitment to being part of our wider school community (E).

## PERSONAL ATTRIBUTES

The successful candidate will:

- be conscientious, diligent and confident (E);
- possess exceptional levels of personal integrity, discretion, honesty, reliability and self-awareness (E);
- be passionate about fostering a love of learning (E);
- have high expectations for student behaviour and a commitment to promoting respect and care (E);
- be pro-active in using initiative (E);
- have energy and resilience (E);
- be flexible and adaptable to changing circumstances and new ideas (E);
- possess a firm but tactful and diplomatic approach (E);
- friendly, professional, and able to communicate effectively, confidently and accurately (E);
- work with complete discretion and confidentiality (E);
- be a model of professionalism, through his/her conduct in and around the workplace and when representing the school (E).

(D) Desirable (E) Essential



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



# APPLICATION DETAILS

## **Vacancy details:**

Term time plus three inset days

37.5 hours per week

SCP15 = £29,093 FTE (£24,993 actual) annual salary

Fixed term contract for one or two years (to be discussed at interview)

We encourage all applicants to apply including those wanting full or part time work including shorter days or less days a week.

## **How to apply:**

Potential candidates are more than welcome to arrange a visit to either 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*



**GRACE COLLEGE**  
*Emmanuel Schools Foundation*



**EMMANUEL SCHOOLS  
FOUNDATION**

Lead Principal **Matthew Waterfield MA**

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