Emmanuel Schools Foundation

Emmanuel Schools Foundation (ESF) has been involved in education since 1989 and in that time has established a significant track record of substantial educational improvement in Northern England.

Our schools provide exceptional opportunities for all young people, raising their aspirations, encouraging their talents, supporting their ambitions and developing their confidence. ESF believes this is the dream of every parent, the desire of every community and the right of all young people, regardless of their ability or background.

The success of the schools is not measured in academic terms alone. Underpinning it is a non-denominational Christian ethos that informs our core values and is welcomed by families of all faiths and none; it guides our ambition to develop character in our young people. They are regularly reminded that, in an increasingly performance- and target-driven society, it is their own good character that counts and is of the highest value to them.

The vision for Emmanuel Schools Foundation (ESF) came originally from Sir Peter Vardy, John Burn OBE, Michael (now Lord) Bates, and a small number of other pioneers.

They were inspired to use a government initiative in the late 1980s to found new schools with a Christian ethos in the most disadvantaged areas in the North of England by drawing on the expertise of successful business leaders.

They saw an opportunity to build schools where the pursuit of academic excellence would go hand in hand with the development of character. The achievements of students in the schools of the Emmanuel Schools Foundation – and the reputation that ESF alumni would go on to acquire – has since born out their conviction that these two goals are inextricably linked.

The first school, Emmanuel College, opened its doors in 1990 and proved to be a catalyst in raising post-16 stay-on rates in Gateshead from below 20% in 1990 to higher than 80%. Furthermore, it contributed to the Borough rising from a position of low performance in the late 1980s to occupying that of leading LA in Tyneside. One of the few surviving City Technology Colleges, Emmanuel’s success is said to have contributed to the blueprint for the subsequent Academies programme.

As a result of its success and popularity with parents, Sir Peter’s Emmanuel Schools Foundation was invited by three Local Authorities to sponsor further schools under the Academies programme. In October 2010, after two decades as sponsor and chairman of ESF, Sir Peter retired as Chair of the Board and Sponsor. His replacement as Chair, Nigel Robson, had led the Foundation to become a self-sustaining charity, a Multi Academy Trust (MAT) and a Teaching School Alliance. On 1st August 2018, Stewart McKinlay replaced Nigel as our new Chairman.

Our schools have a distinctive Christian character but our community is made up of students, staff and parents who hold many different religious and ideological positions and unite around our core beliefs and core values. Our ethos is liberating because it provides both a framework for knowing both about and how to live in our world. The Christian gospel is a message of hope, redemption and transformation that makes a difference to how we see ourselves and how we live.
We value academic excellence and each year see many of our students leave to take up places at some of the world’s top universities, but we hold personal best to be of far greater importance and exist for young people of all abilities. It is our experience that by developing a strong work ethic, holding a growth rather than fixed mind-set, and being provided with outstanding tuition, students may go on to achieve considerably more than they might have imagined possible.

We see moral excellence and the development of character as an end in itself. We seek to be intentional about character education, our aim being that our students will, in the future, become leaders seeking the greatness of others. Students starting here encounter consistent rules, role models and traditions, which help them feel part of the Emmanuel family and to begin to take responsibility for others. As students grow older we expect more of them and in the Sixth Form expect our students to take on at least one formal leadership role in College as well as beginning to serve in the wider community. Most character development takes place in the classroom where students learn to take responsibility for their learning and then, later, to develop intellectual discipline. However, the co-curricular life of the College provides essential opportunities as the training ground for leadership and service, as well as enabling students to attain excellence in sport and the creative arts alongside building strong and lasting friendships with their peers.

**Our mission is:**

- To provide all students and staff with the opportunity to work hard to achieve their personal best.
- To encourage personal, moral and spiritual development within a Christian framework.
- To create a disciplined, sensitive environment where everyone is equally valued.

Every student and member of staff is encouraged to demonstrate, within and beyond their school, the principles behind our Core Values. Acting on the values contributes to our students’ spiritual, moral, social and cultural development; they show high levels of respect towards peers, staff and the school environment.

**Our Core Values are:**

- **Honourable Purpose**
  
  We aim to be positive in everything, doing what is good and aiming to benefit others as well as ourselves.

- **Humility**
  
  We seek to do our personal best without bragging and to encourage others to achieve their best without being critical or jealous of their efforts.

- **Compassion**
  
  We care for those who are in difficulty and who are hurting, recognising that the world does not exist for us alone.

- **Integrity**
  
  We can be trusted to be honest and truthful, to say what we mean and to do what we say.

- **Accountability**
  
  We recognise that having the freedom to express ourselves means that we must also accept responsibility for our words, thoughts and actions.
• **Courage**
  We aim to do what is right, whatever the cost; we stand up for the weak, whatever the danger; we face our fears and find ways of defeating them.

• **Determination**
  We know that hard work and the refusal to give up are essential if we are to achieve anything worthwhile.

**Assistant Vice Principal (Senior Leadership Trainee)**

We are seeking to appoint a number of talented and committed individuals keen to step into senior leadership on a permanent basis within three years.

The successful candidates will work across the MAT, being deployed in such a way as to balance the acute needs of our schools with their own rapid professional development. Based primarily at Emmanuel College, Gateshead, you will be expected to fulfil responsibilities as a senior leader in all aspects of school life, and as such will be prepared to take on a permanent leadership position in one of our schools as Assistant Vice Principal, Vice Principal or Principal within three years.

You will be expected to carry out substantive professional development such as the NPQH, masters level qualification or equivalent (depending on previous experience) and to take responsibility for seeking out other opportunities that will ensure you are able to fulfil the demands of the responsibilities that will be given to you and of roles that you may wish to apply for in the future.

As an educator you will have an unwavering commitment to high standards for all students and have a particular passion to see young people from deprived backgrounds achieve their potential. You will believe in holistic education where character matters alongside excellence in the academic curriculum and beyond, but you will also have a track record of ensuring rapid academic progress in the classroom. You will be fully committed to the ethos of Emmanuel Schools Foundation and be able to play a part in shaping the future direction of our trust as one of the country’s most successful non-denominational Christian ethos MATs.

Start dates are negotiable but a readiness to start during this academic year is desirable. Salary range L11-L17 dependent upon experience.

An informal open day for interested candidates will take place on Wednesday 14 November from 10.00am - 1.00 pm at Emmanuel College. To secure a place for this day please contact Mrs Longton on 0191 4614151. Closing date for applications is Monday 26 November 2018.

*Emmanuel Schools Foundation is committed to the safeguarding of children and all staff are expected to ensure that Emmanuel Schools Foundation is a safe and secure environment for our students. All applicants are referred to the current Safeguarding Policy which is to be found within the Policy section of the Emmanuel College website.*

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.