

EMMAUS

HELPING TEACHERS AND SCHOOLS CHOOSE THE RIGHT PATH

‘Faith’ schools seem to be a hot topic at the moment; everyone seems to have an opinion about their value to our communities, and their effect on communities. However, long before the issue became quite so topical, four Christian men and women from Surrey had already come to a conclusion.

Their conclusion was, quite simply, that Christian schools have a vital role to play in our communities. At a time when Christian values are under pressure and when ‘religion’ is so often seen as divisive, they provide a unique opportunity to assert confidently the value of the Christian ethos, and to prove its efficacy by nurturing communities characterised by grace.

But, there is a problem. Schools struggle to fill teaching posts – especially heads and senior positions. Christian schools seem to struggle more than others to find the right people. Although there are plenty of advertising opportunities for schools, there is no coordination, no way for the majority of schools to access the majority of candidates, and vice versa, no support and little professional recruitment culture, either within schools or within the available advertising resources.

Of these four men and women, all felt the effect of this problem personally – three are parents with children in Christian schools. The fourth is a teacher in a Christian school. One is also a

governor. Between them, they realised they had over seventy-five years experience in professional recruitment, human resources management and teaching. And so a new company was born – Emmaus Recruitment.

Emmaus is a recruitment company, available to any school, but bold in asserting its belief in the value of Christian schools. Emmaus will assist a school in selecting its staff in a manner usually more familiar to firms of accountants, bankers and lawyers, but at a fraction of the usual cost. It provides a service which begins with basic advertising via TES, its own website and its newsletter which goes into about 2,500 schools monthly – soon to increase to nationwide. For a one-off payment, presently less than a typical TES advertisement, the school

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obtains this service, gets its own permanent microsite built on the main Emmaus website, and gets its advert promoted until the position is filled – no repeat advertising costs. But beyond this basic service, Emmaus has the ability to handle a school’s entire recruitment needs, should the volume of vacancies warrant outsourcing, and even to provide a bespoke search and selection service for senior or challenging positions. With its deep understanding of the education system, Emmaus aims to build relationships with schools, not just service a ‘job board’, to get to know a school, not just its media schedule and to manage much more than just a transaction. Launched with the support of Bishop Nick Bains of Croydon and Bishop Kieran Conry of Arundel and Brighton (see box for their comments).

■ Jan Burbridge, Public Relations Manager, Emmaus Recruitment

‘Increasingly, the only contact a person may have with explicit gospel values and the person of Christ is within a church school. Through their expertise, professionalism and faith, Emmaus can help us attract the teaching talent our church schools will always need.’

The Rt Revd Kieran Conry, Roman Catholic Bishop of Arundel and Brighton.

‘Emmaus brings a level of professionalism, seen in other industry sectors, to church schools’ recruitment, setting head teachers and governors free to concentrate on the running of their schools.’

The Rt Revd Nick Bains, Anglican Bishop of Croydon.