



**GRACE COLLEGE**

*Emmanuel Schools Foundation*

**Teacher of Science**

VALUED, CHALLENGED, INSPIRED

# VALUED, CHALLENGED, INSPIRED



## READING FOR NOTES

Reading is the gateway skill that makes all other learning possible. If you know how to read then the whole world opens up to you!

## READING FOR DIVERSITY



## READING FOR CHANGE

One child, one teacher, one book, one pen can change the world.

Malala Yousafzai

## READING FOR ADVENTURE



## READING FOR KNOWLEDGE

Books are a friend, books are an escape, books are a means to empowerment and books are a means to understanding yourself. They are everything.

Emma Watson

## READING FOR UNDERSTANDING



## READ

The more you read, the more you will know, the more you will learn, the more places you will go.

Dr Seuss



# WELCOME

Dear Applicant,

Thank you for your interest in the Teacher of Science role at Grace College.

We believe Grace College is a fantastic place to learn and teach. We're looking for someone who is passionate about Sciences a subject – someone who sees its beauty, enjoys teaching it creatively and is committed to high standards.

At Grace College, we take pride in our science curriculum, which focuses on building strong knowledge and skills in Biology, Chemistry, and Physics. Each subject highlights key scientific ideas that help students understand the bigger picture of science. Our dedicated teachers ensure that students receive high quality lessons and see how science connects to their daily lives. We aim to inspire all our students to be curious about the world and to use their scientific knowledge to make a difference in their communities and beyond.

As a Science teacher here, you'll be part of a supportive and dedicated team that works together to provide top quality teaching. We value collaboration, encourage professional growth and celebrate each others successes. Grace College is a Christian ethos school that welcomes everyone, no matter their background, faith or ability. We focus not just on great teaching but also on developing character, helping students grow into well rounded

individuals.

I'm looking for teachers who love their subject, have strong expertise and are committed to giving students the best opportunities in life. We want Grace College to be a place where staff feel excited to teach and enjoy working with both students and colleagues.

If this sounds like the right fit for you, we would love to hear from you!

Rachael Hooker  
Principal

# MISSION

## CHARACTER EDUCATION

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

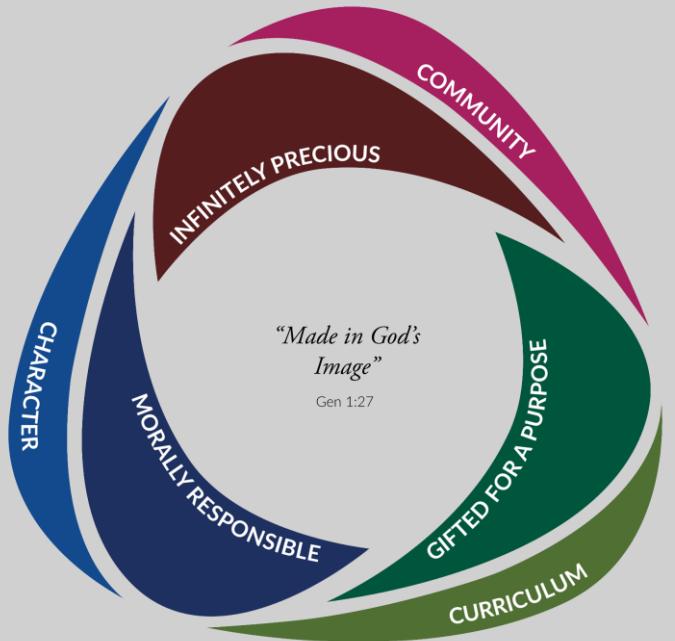
## CURRICULUM EXCELLENCE

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



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ALL PEOPLE ARE INFINITELY  
PRECIOUS, MORALLY  
RESPONSIBLE AND GIFTED  
FOR A PURPOSE”



#### COURAGE

We are determined to achieve even in the face of difficulty.



#### HUMILITY

We avoid arrogance, being real strengths and weaknesses.



#### INTEGRITY

We are honest with ourselves our words and actions agree.



GRACE COLLEGE

“...all of your works and your ways...are honourable and just...”

Proverbs 31:30

VALUES CHALLENGED, INSPIRED

# THE ROLE

*Responsible to their Head of Department for:*

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

As well as maintaining the **Teachers' Standards**, all teachers are responsible, through their head of department, to the Head of School/Principal for:

**Creating the very best opportunities for learning and the pursuit with a particular emphasis on:**

- carrying out effective planning and instruction ensuring that teaching and learning is differentiated and thus suitable to stretch all students in every teaching group.
- providing appropriate homework and class work tasks for students that will promote effective learning and ensure rapid progress.
- marking work, providing honest but motivational feedback to students and ensuring that feedback is acted upon.

**Striving for the personal best achievement of every child with a particular emphasis on:**

- supporting students effectively in their preparation for internal and external examinations.
- communicating effectively with parents by providing clear, accurate and informative information to through the College reporting system, and at other times as necessary.
- providing timely, accurate information regarding any concerns regarding academic progress to their Head of Department.

**Developing students' character with a particular emphasis on:**

- cultivating responsibility for learning and intellectual discipline.
- promoting exemplary standards of discipline, deportment and dress within and beyond the classroom in line with the College's discipline policy.
- providing students with quality opportunities for servant hearted leadership.

**This is a permanent position, applicants looking for a part-time position may be considered timetable permitting.**

# THE PERSON

We are looking for a Science teacher to join our team, working alongside subject specialists under the leadership of the Head of Science. The ideal candidate will be well qualified, self motivated, adaptable and creative, with a passion for teaching students aged 11 to 16, regardless of their ability level.

As a teacher, your main focus will be supporting and developing young people, seeing each student as an individual with unique potential, no matter their background, ability or behaviour. You should be committed to high academic standards, skilled in teaching your subject and confident in managing a classroom. We expect you to have high expectations for all students and believe that challenges like socio-economic deprivation or special educational needs should not limit success.

While you don't need to be a Christian, we ask that all staff embrace and support our mission, values and ethos. Our team is united by a strong sense of purpose, believing that every student is valuable, gifted and responsible for their future. A desire to work with the most deprived in our communities and those with low academic starting points, as well as the most able and those from more privileged

backgrounds, is an essential prerequisite.

If you'd like to visit Grace College before applying to learn more about the role, we'd love to welcome you.

# THE PERSON

## PERSON SPECIFICATION

You will have:

- Bachelor's Degree or equivalent in Chemistry, Physics, or a closely related discipline;
- Teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- Awareness of current developments in science with a lifelong commitment to learning;
- Evidence of successful secondary teaching/teaching practice;
- The ability to articulate how a Christian ethos could be developed and the capacity to contribute to this;
- Excellent people skills with the ability to build long-term relationships within a team;
- Strong communication skills and high levels of literacy;
- Excellent organisational skills;
- High energy levels and a willingness to work hard;
- A commitment to raising student achievement;
- 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.

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SUPPORTING STUDENTS  
AND STAFF TO BECOME  
THE PERSON THEY HAVE  
THE POTENTIAL TO BE”



# SUPPORT

Investing in the development and growth of staff is something we believe passionately about. In doing so we seek to see the flourishing of all staff. Staff who are thriving support students to do the same, we therefore seek to do all we can to support staff in the endeavour of being an exceptional classroom practitioner.

All colleagues have access to a well-structured programme of continuous professional learning and have the option to pursue a National Professional Qualification through a national provider. Each member of staff has a line manager who is committed to their colleagues development, as well as being deeply interested in their wellbeing.

In addition to the normal renumeration package, which includes a contributory pension scheme, company sick pay, and maternity/paternity leave, Grace College staff also receive additional benefits. These include, a daily lunch allowance, free parking on site, and access to Care First, a free, confidential and independent resource available to all staff.

## THE DEPARTMENT

The science department is made of a dedicated and enthusiastic team of 12 staff members, supported by a skilled technician. Together, they are committed to helping every student at the College achieve their full potential. The department is defined by a shared passion for science and its many disciplines, as well as a strong, collaborative culture.

We are well-resourced, with eight fully equipped laboratories and access to a wide range of scientific equipment, which allows for engaging, hands-on learning experiences.

Students follow the AQA GCSE specifications, either in separate sciences – Biology, Chemistry, and Physics – or in Combined Science. They thrive in an environment where high expectations are the norm, and where a deep respect for the subject is fostered at every level. Teachers teach across all specialisms, promoting consistency in the classroom and maintaining high standards across all areas of science.

High aspirations lie at the heart of everything we do. We aim not only for academic excellence but also to inspire a lasting love for science that extends beyond the curriculum. This passion is reflected in our thriving co-curricular offer, particularly our Zoology Club, which is the most popular club in the school. The club allows students to explore animal science in greater depth, engage in exciting activities, and develop their curiosity about the natural world.

With a rich curriculum, a strong sense of purpose, and a vibrant science culture, our department provides an environment where both students and staff are encouraged to aim high and be curious.





# STUDENT DEVELOPMENT

We consider the development of each young person's character to be a vital part of what we do at Grace College. We do not want to simply develop compliance to a set of rules but teach young people how to have self-control and do what is right when no one is watching. Therefore, character development is one of the five themes of our personal development programme:

1. Relationships
2. Health and Wellbeing
3. Character
4. Rights and responsibilities
5. Futures

Students have dedicated time each week in their timetable in which the taught curriculum is delivered by their tutor. They also have an assembly each week led by the Heads of House where personal development and student support topics are covered.

However, personal development is so much more than the taught curriculum and we believe in providing a wealth of opportunities for young people to develop their talents, interests and passions. We offer an extensive after school co-curricular programme that we are seeking to grow further. Outdoor education experiences are offered to students in year 7 and 8 preparing them to consider signing up for the Duke of Edinburgh's award in year 9. We have committed to running an affordable residential for all students in year 7 and are developing this for year 8 students. In year 7 students will have the opportunity to attend Camp Grace, a 4-day camping experience in Edinburgh, we have now run this experience for two years and it is a highlight of the year long transition for year 7 students. Last year we also introduced an annual tradition of whole college events including the Christmas Carol Service, Easter Service, Sports Day at Gateshead Stadium and Presentation Evening at The Glasshouse, Gateshead. Our music and performing arts department offers annual events performances as well as LAMDA and peripatetic tuition for students, which participation in is growing every year.

Our four houses: Butler, Stephenson, Cookson and Swan are all lead by a Head of House and they also organise a range of house events each term as well as organising and promoting wider opportunities for students to engage in so that there is something special happening in college every day.



BUTLER HOUSE



COOKSON HOUSE



STEPHENSON HOUSE



SWAN HOUSE

# APPLICATION DETAILS

## **Vacancy Details**

Salary: M1 – UPS3 (£32,916 - £51,046.71)

Start date: Easter 2026

Location: Grace College, Gateshead

**This is a permanent position, applicants looking for a part-time position may be considered timetable permitting.**

## **Deadline**

Closing date: 6<sup>th</sup> February 2026

Interviews to be held: 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.gracecollege.org.uk](http://www.gracecollege.org.uk) or call HR on 0191 442 2000 or email [hrgateshead@esf-mail.org.uk](mailto:hrgateshead@esf-mail.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.

