



GRACE COLLEGE

Emmanuel Schools Foundation

VICE PRINCIPAL: COMMUNITY, ETHOS AND PERSONAL
DEVELOPMENT

VALUED, CHALLENGED, INSPIRED

VALUED, CHALLENGED, INSPIRED

READING FOR INFORMATION



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 INFORMATION



Without books is like a man without a soul.

Tullius Cicero

READING FOR COURAGE

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



READING FOR UNDERSTANDING

The more you read, the more you will know. More learning, more places.

Dr Seuss



WELCOME

Dear Applicant,

I am delighted that you are interested in applying for the role of Vice Principal: Community, Ethos and Personal Development at Grace College.

Grace College is a Christian ethos school of character for the whole community, everyone is welcome whatever their educational background, faith position, social or ethnic background. We serve students in the Low Fell and central areas of Gateshead, and we are passionate about transforming the lives of young people by supporting them to achieve their personal best and grow in character. We want our college to be a place of welcome, safety and opportunity for all students. We have high expectations of student behaviour and conduct, therefore, applicants to this post should be committed to upholding these and supporting the college to continue its rapid school improvement journey in doing so.

We are seeking to appoint an experienced senior leader who has significant experience of senior leadership, who is passionate about the development of personal character, community engagement and wider personal development and understands the importance of this work for any school improvement journey. We want students to thoroughly enjoy coming to school each day and leave us having achieved more than they thought possible, grown in character and built stronger relationships with others. The successful candidate will therefore work in partnership with others in the senior leadership team to achieve this.

We are seeking to appoint an exceptional servant hearted leader who can ensure that in an inspection context personal development and well being is judged to be strong or exceptional, building upon the significant work that has already taken place to develop this area of the school. You will be able to demonstrate excellence in your own classroom practice and will be able to evidence significant investment in your own professional development. You will be deeply committed to your own development, keen to take on new challenges to move beyond your comfort zone and will be ambitious to progress in your career.

The successful candidate will be strategically responsible for ensuring:

- That the personal development curriculum is high quality and deepens knowledge over time
- That there is a broad and inclusive range of opportunities for students outside of the classroom, developing the Grace College entitlement as well as optional co-curricular activities
- That students have deep and engaging opportunities to explore worldview and faith, through the provision of the daily act of worship and celebrations throughout the year
- That our provision for Religious Studies across the school is excellent and engaging
- That our presence in and engagement with the wider community is purposeful and impactful
- That parental engagement and communication is high quality and effective

There is no requirement that the post holder should be a practising Christian, but essential that you have a comprehensive understanding of the Christian ethos of the Trust 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 Grace College to find out more about the role and the College, then you would be most welcome. We would welcome applications for full time and part time working.

WELCOME

The school improvement journey

Grace College was adopted by Emmanuel Schools Foundation in 2019, and much progress was achieved despite the impact of the pandemic. Between May 2023 and July 2025, I co-led the school with Matt Waterfield who as Executive Principal provided a wealth of experience and knowledge of school leadership having led Emmanuel College, an outstanding Gateshead secondary school since 2015. In July 2025 I was appointed as the Principal of Grace College and feel privileged to lead such a vibrant school community

I have worked with Emmanuel Schools Foundation since 2019 previously as Vice Principal of Emmanuel College. I am motivated by the desire to see all of the 2800 young people of Gateshead that Emmanuel Schools Foundation serve have access to an outstanding education.

In July 2023 Ofsted carried out a section 5 inspection of Grace College, the first since being adopted. I am particularly pleased that inspectors recognised that 'Leaders and those responsible for governance have an ambitious vision for the school. They are making the school a better place for pupils. They also commented on our drive to improve standards stating, 'Leaders are raising expectations of pupils' behaviour at Grace College' and that 'Pupils are safe at Grace College'.

They further commented on the work that has taken place recently to improve students' attitudes towards each other stating that 'Leaders place a high priority on promoting tolerance and kindness among pupils.' The report reflects our ambition to ensure all students have an excellent quality of education stating, 'Leaders have high ambitions for what pupils should learn' and that 'Leaders are making some important improvements. These are beginning to gain traction'. The inspection report represents a significant milestone on our journey towards outstanding and recognises the school improvement work that leaders have been engaged in since 2019. Inspectors also recognised that the current senior leadership had only been in place for a short period of time, but they were confident to be able to state that leaders are making the school a better place for pupils.

Since this inspection Grace College has transformed and is now a school that is calm and welcoming where students can make personal best progress. Our exam results in the summer of 2025 represented the best results the school has ever achieved. The results of pupils studying the EBAC saw us placed in the top 3% in the northeast for 4+ and top 7+ for 5+.

However, Emmanuel Schools Foundation recognises that further investment in teaching staff and leaders is required to ensure the school improvement journey continues at pace, as we seek to be recognised by Ofsted as a strong school in all areas. The appointment to this role will provide crucial capacity to support this work.

Rachael Hooker
Principal

MISSION

CHARACTER EDUCATION

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

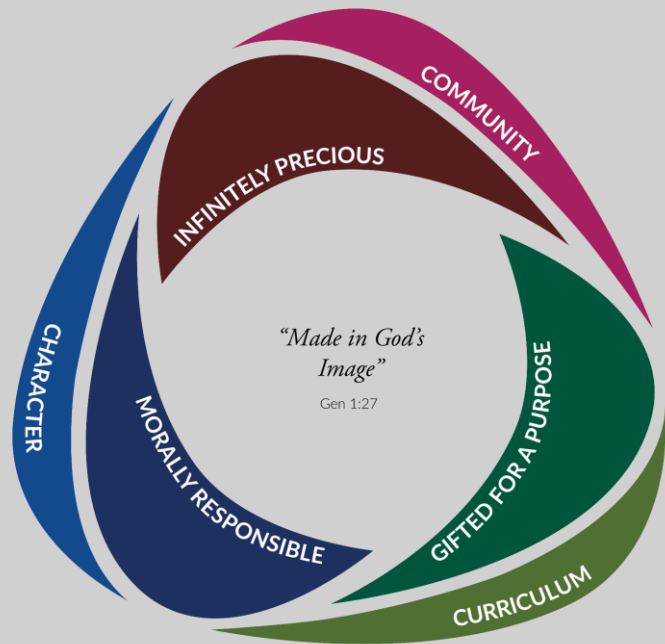
CURRICULUM EXCELLENCE

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





GRACE COLLEGE
All our staff work with
the following values:

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.

VALUES CHALLENGED. INSPIRED

“

**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”**

THE ROLE

Responsible to the Principal for:

1. Ensuring the provision of highly effective personal development curriculum that deepens student's knowledge over time across all areas of the curriculum including careers, with a particular emphasis on:

- Supporting leaders and staff to deliver an exceptional personal development curriculum including the provision of careers education, ensuring we have ambitious provision of the Gatsby Benchmarks and meet the Baker Clause.
- Ensuring that as part of the curriculum and wider offer the teaching of SMSC, RSE, fundamental British Values and protected characteristics prepare students consistently well for adult life and enables students to make wise and positive choices now, particularly in relation to relationships with each other and engagement online and that the personal development curriculum is developed and reviewed considering contextual safeguarding concerns.
- Ensure that through the provision of appropriate careers advice and guidance all students have a post 16 destination and that students have ambitious aspirations for their future, including attending the Associated Sixth Form.

2. Ensuring that all students have an entitlement to a broad, inclusive and meaningful wider offer of personal development opportunities outside of the curriculum, with a particular emphasis on:

- Leading on the development and quality assurance of the co-curricular programme so that there are a wide range of opportunities available to students during the school day, after school and during school holidays.
- Leading on the development of the Grace College entitlement ensuring that barriers to accessing co-curricular do not limit the engagement of students in a diverse range of opportunities, this will include leading along with other colleagues on events such as sports day and presentation evening.
- Ensuring that Grace College is an asset to the local community by engaging with community partners and organisations to identify how they can contribute to the wider development of our students and ensuring that Grace College impacts the local community positively in a range of ways. As a result, Grace College will have a presence and engagement in the community that is purposeful and impactful.

THE ROLE

3. Support the delivery and strategic direction of the school's ethos, ensuring that students have deep and engaging opportunities to explore worldview and faith, through the provision of the daily act of worship and celebrations throughout the year, with a particular emphasis on:

- Oversight of the acts and programmes of collective worship including our daily broadcast Good Morning Grace, which features the daily act of worship, college and community services including the Christmas and Easter Service ensuring students are able to engage meaningfully and reflect deeply.
- Ensure that Grace College is a school where character education is explicitly 'taught and caught', so that young people feel welcome, safe and experience a positive and enriching school life, leading to the school receiving the Character Quality Mark plus.
- Through the line management of middle leaders ensure that all students have a positive and inclusive experience of a Christian ethos education through the wider life of the college and through an excellent and engaging Religious Studies curriculum at all key stages.

4. Supporting in the leadership and management of the College and particularly in the areas of quality assurance, monitoring, strategic development and ethos, with a particular emphasis on:

- Collaborating with other senior colleagues and governors in the process of development planning, self-evaluation and the recording of activities and achievements, and effectively tackling challenges as they arise, such as parent complaints, staff discipline matters and student challenges in collaboration with the Senior Leadership Team.
- Working in partnership with others within and beyond the college in order to further the reputation of the school and the trust as a leading Christian Ethos School of Character for the Whole community.
- Deputising for the Principal in all aspects of the life of the College, as required and in particular leading on health and safety on behalf of the Principal. Including but not limited to the maintenance, development, and promotion of the ethos of the College with staff, students and parents.
- Ensuring that the parental engagement strategy including communication is high quality and effective.
- Line management of academic departments as required.

THE PERSON

ESSENTIAL	DESIRABLE	HOW MEASURED
QUALIFICATIONS		
Bachelor's degree or equivalent	Bachelor's degree, 2:1 or better and/or Master's level qualification in a relevant discipline	Application form and certificates
Teaching qualification (secondary)	NPQSL or NPQH	Application form and certificates
Qualified Teacher Status (QTS)		Application form and certificates
Evidence of further professional development	Evidence of substantial research and development 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 strategically managing a team and the ability to demonstrate impact of leadership	Experience of working as a member of a secondary school senior leadership 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		Application form, interview
Sound technical understanding of school leadership issues and the Ofsted inspection framework	Experience of in-school self-evaluation or school-to-school review	Application form, personal statement, interview
A demonstrable record of excellent classroom practice		Application form, interview
Experience of leading staff development sessions	Evidence of publications or training within a multi-school professional environment	Application form, interview
Ability to lead successful College-wide development initiatives	An ability to provide evidence of impact following development initiatives	Application form, personal statement, interview
ATTITUDES AND PERSONAL ATRIBUTES		
A commitment to the ethos, mission and virtues of Emmanuel Schools Foundation		Personal statement, assessment process
A desire to care for each individual student regardless of their background or ability		Personal statement, assessment process
A commitment to ongoing professional development and progression		Personal statement, assessment process
A commitment to a servant hearted, impactful model of leadership		Personal statement, assessment process





APPLICATION DETAILS

Vacancy Details

Salary: Leadership Spine Point L19 - 25

Start date: September 2026

Location: Grace College, Gateshead

Deadline

Closing date: 7th May 2026

Interviews to be held: to be confirmed

How to apply:

For further information, please visit www.esf-web.org.uk or call HR on **0191 442 2000** or . A CV may be submitted to supplement your application but will not be accepted instead of a completed on-line application

[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.

