



GRACE COLLEGE

Emmanuel Schools Foundation

TEACHER OF RELIGIOUS EDUCATION

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 Teacher of RE 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 believe Grace College is a vibrant and inspiring place to learn and work. We're seeking a passionate RE teacher who sees the subject as both beautiful and powerful - someone who teaches with creativity, expertise, and high standards.

At Grace College, we are proud of our RE curriculum, which is underpinned by a commitment to support students to see how the concepts of power, society and religion have shaped our national and international histories. We seek to do this by exploring a diverse range of historical voices and supporting our students to appreciate chronology, continuity and change. Our RE team are committed to supporting our students to be great historians who are able to appreciate the value of the subject as a means to understand and shape their communities and beyond. If successful, you would be joining a purposeful, collaborative RE department that values high-quality teaching and team support. We celebrate strong practice and invest in each member's development.

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 Mr M 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.

MISSION

CHARACTER EDUCATION

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

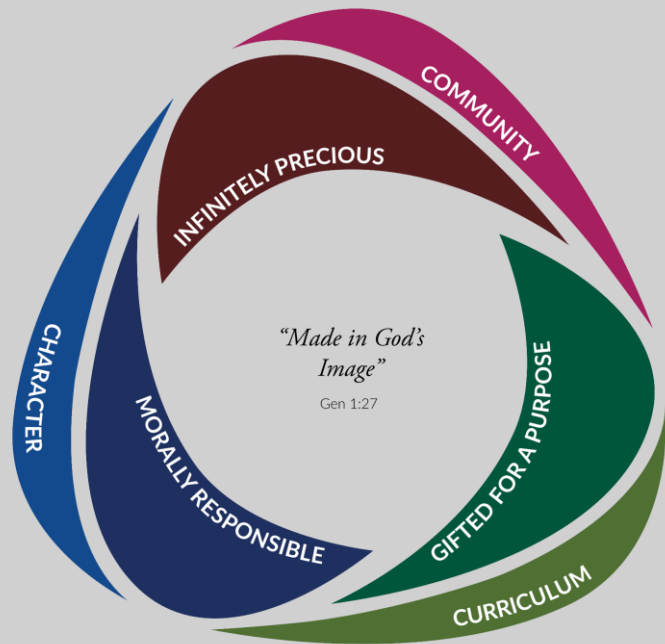
CURRICULUM EXCELLENCE

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”**

THE ROLE

Responsible to their Head of Department 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.



“

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

THE PERSON

The successful candidate will be passionate about the academic study of religion and eager to display its continuing relevance. You will be able to engage students in thoughtful and diligent study, and enjoy challenging students' thinking, as well as be able to tailor your approach to ensure excellent progress for all students, regardless of background or ability. A commitment to, and passion for, character education is a must.

You will be able to work within a team of subject specialists led by the Head of Religious Education. You will be able to deliver the Religious Education curriculum to key stages 3 and 4. We expect all applicants to be well qualified, self-motivated, adaptable and imaginative. You will be keen to join a team that is committed to achieving academic excellence in their teaching of Religious Education to students of a wide ability range.

Your motivation as a teacher 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. A high level of commitment to achieving academic excellence compounded by proficient subject pedagogy and high standards of delivery is a prerequisite for this post. 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. You will possess a natural authority in the classroom. You will aspire to be an outstanding teacher, combining a mastery of your subject with strong relationships with young people, and having a confident grasp of the craft of the classroom.

There is a remarkable unity of purpose within the current staff team as individuals unite around our core beliefs that people are made in the image of God. You will enjoy encouraging students of all backgrounds and abilities to ask the big moral questions in life.

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.

PERSON SPECIFICATION

Personal Specification

You will have:

- Bachelor's Degree or Equivalent;
- Teaching Qualification (Secondary);
- Qualified Teachers Status (QTS);
- Passion for Theology and an ability to discuss contemporary issues from a theological perspective;
- 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 and a willingness to work hard;
- A commitment to raising student achievement;
- Confident 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.



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

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 colleague's development, as well as being deeply interested in their wellbeing.

THE DEPARTMENT

Religious Education at Grace College is a vital part of the school's mission to develop both character and academic excellence. The curriculum is designed to be thought-provoking, reflective and academically rigorous, encouraging students to engage deeply with the big questions of life, belief and values.

All students receive Religious Education lessons throughout key stages 3 and 4. The curriculum is worldview-based inviting students to reflect on their own beliefs while exploring the worldviews of others. It promotes understanding of how different perspectives shape human behaviour and identity and draws meaningful connections between belief, practice and real-world issues. Topics include the role of religion in global conflicts, human rights and moral and ethical debates such as justice, sexuality and equality.

In addition to the normal remuneration 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

From the beginning of their RE journey, students are supported in engaging with scholarly texts and complex ideas through carefully designed reading strategies. Assessment is rigorous yet purposeful, designed to support progress without placing unnecessary burden on students or staff, allowing the focus to remain on high-quality teaching and learning.

RE lessons at Grace College are lively and intellectually stimulating. A strong emphasis is placed on developing excellent written work, with students often exceeding their own expectations as they grow in confidence and critical thinking.

Religious Education helps students to develop the knowledge, empathy and reasoning to navigate today's complex world as informed and principled individuals.



APPLICATION DETAILS

Vacancy Details

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

Start date: September 2026

Applications from ECTs and experienced teachers are welcome

Location: Grace College, Gateshead

Deadline

Closing date: 7th May 2026

Interviews to be held: W/C 11th May 2026 or WC 18th May 2026

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.

