



GRACE COLLEGE

Emmanuel Schools Foundation

ASSISTANT VICE PRINCIPAL: STUDENT EXPERIENCE

VALUED, CHALLENGED, INSPIRED

VALUED, CHALLENGED, INSPIRED

READING FOR UNDERSTANDING

READING FOR KNOWLEDGE

READING FOR INFORMATION

READING FOR CHALLENGE

READING FOR ADVENTURE

READING FOR KNOWLEDGE

READING FOR UNDERSTANDING

READING FOR CHALLENGE

“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.”

“One child, one teacher, one book, one pen can change the world.”
Malala Yousafzai

“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

“The more you read, the more you will know, the more you will learn, the more you will grow.”

Dr Seuss

“Men without books is like a body without a soul.”
Marcus Tullius Cicero



WELCOME

Dear Applicant,

I am delighted that you are interested in applying for the role of Assistant Vice Principal: Student Experience 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 two experienced or new to post senior leaders who are passionate about supporting students to have the best possible experience of school by working directly with the Vice Principal to ensure that all areas relating to behaviour, attendance are characterised by high expectation and high care. We want students to thoroughly enjoy coming to school each day and therefore the successful candidates will work with other senior staff to ensure that barriers to this are identified and removed at the earliest opportunity and the best possible support is put in place.

Grace College was adopted by Emmanuel Schools Foundation in 2019, and much progress was achieved despite the impact of the pandemic. Since 2023 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 2026 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, many of our pupils' face challenges and compound disadvantage which means we need to ensure their experience is the very best it can be, so they feel that they belong to Team Grace, attend well and behave well consistently.

We are therefore looking for two members of staff who align with our personal values, experience and ambitions and if this is you then you are probably the right person for this role, and you will love working here.



Rachael Hooker
Principal

MISSION

CHARACTER EDUCATION

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

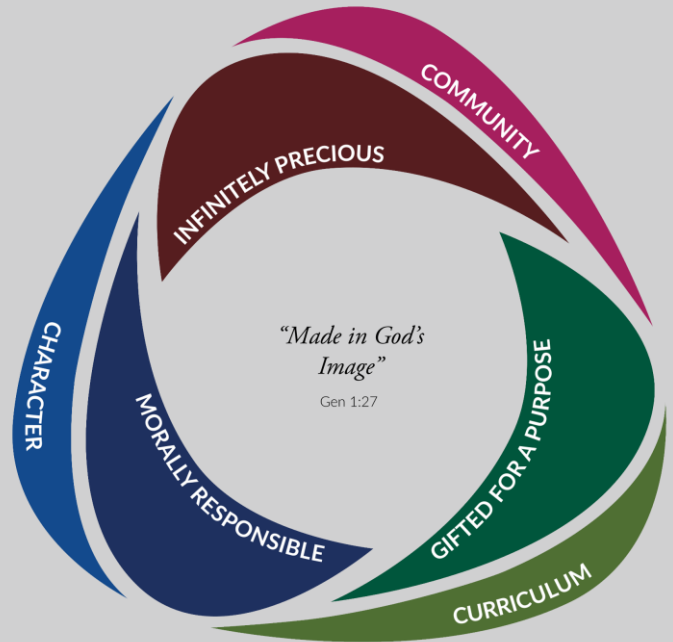
CURRICULUM EXCELLENCE

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





“

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

A photograph of four students in school uniforms sitting at a long desk in a computer lab. The students are focused on their work, with some looking at their keyboards and others at their computer monitors. The lab has large windows in the background, and the students are using standard computer equipment like keyboards and mice.

“

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

THE ROLE

We are looking to appoint two senior leaders who will join our student experience team. The senior management team comprises of two Vice Principals who focus upon Student Achievement or Student Experience. Assistant Vice Principals support them to lead the strategic and operational development of each function. The Senior Management Team also comprises of a full time SENCO and a nonteaching full time DSL. Along with the AVP: Student Development the successful candidates will deliver the Student Experience strategy of ESF at Grace College, which focuses on ensuring all pupils can attend well, behave well and feel that they belong to Team Grace and ESF by removing any barriers which may prevent this.

Responsible to the Vice Principal: Student Support and Development for:

Ensuring the climate in college is safe, welcoming and focused upon learning with a particular emphasis on:

- ensuring that all students consistently show respect for all and exercise self-discipline including before and after the college day through the leadership of relentless routines including the welcome and departure phase, lesson changeover and engaging social time procedures and activities;
- working directly with other senior leader to ensure that absence or lack of engagement is identified early and for this barriers are addressed effectively so that all students can achieve a personal best.
- engage in line management of an academic department ensuring that the quality of teaching is exemplary and monitoring student experience in this area.

Leading and championing the Team Grace culture so that the student experience fosters a sense of pride and belonging to our community meaning students attend well and behave well:

- regularly monitoring and analysing student experience data such as behaviour and attendance to identify emerging barriers ensuring that timely intervention, support and appropriate challenge improves behaviour and attendance data over time.
- overseeing and directing student experience support staff so that intervention to address barriers to attendance and behaviour are consistently highly effective.
- Overseeing the student praise and recognition systems and processes to ensure a culture of relentlessly positivity.

Supporting the Principal to lead the strategic aims and objectives of the trust and school ensuring that:

- policies and procedures reflect the objectives and values of the organisation, ensuring the are implemented consistently and effectively;
- managing resources and monitoring progress towards achieving objectives taking swift action to address areas for improvement;
- If the Principal or Vice Principals are absent or unavailable carry out the duties and responsibilities as requested. Fulfil any other duties reasonable required by the Principal including an appropriate amount of classroom teaching.

THE PERSON

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Bachelor's Degree or equivalent • Teaching qualification (secondary) • Qualified teacher status (QTS) 	<ul style="list-style-type: none"> • Further training in leading behaviour and culture e.g. NPQ; • further training in the areas of attendance and behaviour.
Experience	<ul style="list-style-type: none"> • Experience of middle or senior leadership role with whole school responsibility; • experience of leading others; • experience of working strategically with data. 	<ul style="list-style-type: none"> • Demonstrable impact of strategies to improve attendance and behaviour whole school. • experience of working strategically with attendance and behaviour data.
Knowledge and Skills	<ul style="list-style-type: none"> • Awareness and understanding of the statutory guidance and frameworks governing attendance, behaviour, suspensions and exclusions • the ability to articulate how a Christian ethos could be developed and the capacity to contribute to this; • strong communication skills and high levels of literacy; • excellent organisational skills; • high energy levels and a willingness to work hard; • 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 	<ul style="list-style-type: none"> • Expert understanding of the statutory guidance and frameworks governing attendance, behaviour, suspensions and exclusions.
Personal Attributes	<ul style="list-style-type: none"> • 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 	





APPLICATION DETAILS

Vacancy Details

Salary: Leadership Spine Point 13-19

Start date: Easter (Start of Summer Term) 2026

Location: Grace College, Gateshead

Deadline

Closing date: February 13th 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.

