



GRACE COLLEGE

Emmanuel Schools Foundation

Deputy Head of Department: Science

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,

Thank you for your interest in the Deputy Head of Department 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.

The successful candidate will work closely with the Head of Department to support the leadership and management of the Science team. You'll be part of a supportive and dedicated department that collaborates to provide high-quality teaching. We value teamwork, encourage professional growth, and celebrate each other's successes.

Grace College is a Christian ethos school that welcomes everyone, regardless of background, faith, or ability. We focus not only on excellent teaching but also on developing character, helping students grow into well-rounded individuals.

I'm looking for a leader who loves their subject, has strong expertise and is 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.

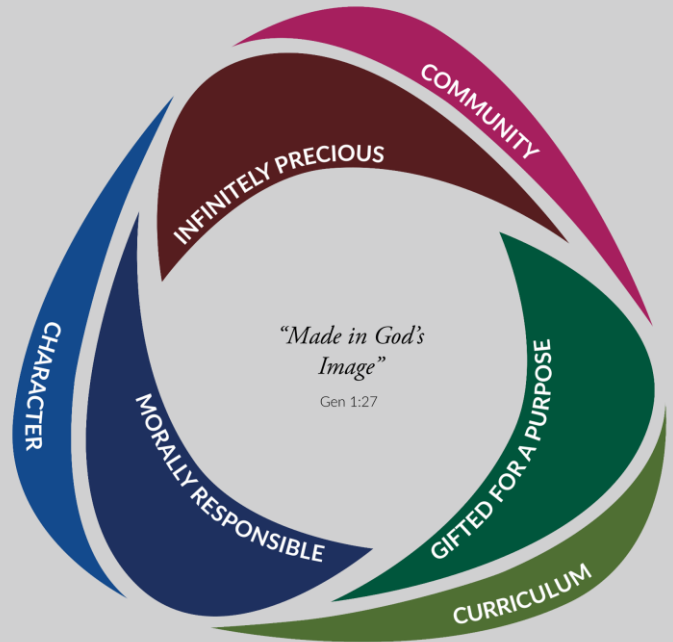
CURRICULUM EXCELLENCE

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”

THE ROLE

The successful candidate will support the Head of Department in the leadership and management of the Science team. You will contribute to creating a high-performing department where students receive the very best education.

Key Responsibilities

1. Teaching and Learning

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. You will:

- Act with honesty and integrity, maintaining strong subject knowledge and continually updating your skills.
- Forge positive professional relationships with colleagues and parents in the best interests of your pupils.
- Support the Head of Department in planning, delivering, and monitoring teaching to ensure high-quality, differentiated lessons that stretch all students.
- Provide appropriate homework and class tasks that promote effective learning and ensure rapid progress.
- Mark work and provide honest, motivational feedback to students, ensuring feedback is acted upon.

2. Student Achievement

Strive for the personal best of every student, with a particular emphasis on:

- Supporting students effectively in preparation for internal and external examinations.
- Communicating clearly and accurately with parents through the College reporting system and as needed.
- Providing timely and accurate information regarding any concerns about academic progress to the Head of Department.

3. Leadership and Departmental Support

- Assist the Head of Department in the leadership and management of the Science team.
- Support the organisation of curriculum, staff development, and departmental resources.
- Act as a point of support for staff within the department, fostering collaboration and professional growth.

Additional Information

- This is a permanent position.
- Grace College is a Christian ethos school that welcomes everyone, regardless of background, faith, or ability. We focus not only on excellent teaching but also on developing character and helping students grow into well-rounded individuals.

THE PERSON

PERSON SPECIFICATION

We are looking for a Science teacher to join our team as Second in Science, 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.

Key Attributes and Skills

Commitment to Student Progress: Demonstrates a strong focus on supporting and developing young people, seeing each student as an individual with unique potential, regardless of background, ability, or behaviour.

High Academic Standards: Committed to achieving the highest possible standards in teaching and learning, with a track record of raising student attainment and progress.

Vision and Leadership Support: Able to support the Head of Science in developing and implementing the departmental vision, reviewing progress made in previous years' results, and contributing to long-term strategic planning.

Passion for Science: Able to inspire a love of the subject in students, fostering curiosity, engagement, and intellectual enthusiasm across all ability levels.

Inclusivity and High Expectations: Maintains high expectations for all students and believes that challenges such as socio-economic deprivation or special educational needs should never limit success.

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.

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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 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.

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 - (£32,916.00 - £51,046.71) + (ESF3 £ 8,901.19)

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: 13 February 2026

Interviews to be held: week commencing 16 February 2026

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 or call HR on 0191 442 2000 or email 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.

