



GRACE COLLEGE

Emmanuel Schools Foundation

HEAD OF RELIGIOUS EDUCATION

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 places you will go.

Dr Seuss



WELCOME

Dear Applicant,

We are looking to appoint a dynamic and enthusiastic leader who will confidently step into the role of Head of Religious Education, leading the department towards outstanding and beyond. The successful candidate will provide the RE team with strategic and operational leadership, supporting teachers to improve their classroom practice with a relentless focus on ensuring that students achieve their academic personal best, as well as broadening and deepening the opportunities to explore and engage with the Christian faith through the wider life and culture of the school. Emmanuel Schools Foundation is committed to observing the provisions of the Equality Act 2010 and in particular to eliminating bias and all unlawful discrimination. We strive to ensure that our core virtues are placed at the heart of everything we do and that they provide a foundation for upholding fairness and creating a workplace that is free of bias. We are a school within a trust, with a distinctive Christian ethos, whose practices and policies are informed by Christian beliefs and principles. The successful candidate will lead opportunities for students to engage with the Christian faith and support the development and implementation of a Christian worldview RE curriculum. There is an occupational requirement that the post-holder be a practising Christian.

As a Christian-ethos school of character for the whole community, we are committed to growing the study of religious education. We have recently introduced the study of GCSE short course for all students at KS4 with the option to study full course GCSE as part of a varied curriculum offer. All students study RE at KS3, and we strive to further develop this curriculum so that we build reflection, wisdom, tolerance and character growth far beyond what is expected by the National Curriculum. Our daily act of worship is a fundamental part of our school day and is delivered through our daily broadcast 'Good Morning Grace'. The successful candidate will be a key contributor to our programme, their contributions informed by the lived experience of their personal faith.

The department have secured the strongest set of trial examinations results in the school's history, giving the new Head of Department an exciting opportunity to develop and drive further progress with

students. There is however more to do, and we want to ensure that our academic outcomes continue to improve year on year.

As a Head of Department, you would be a member of the College Leadership Group where you would have the opportunity to share your opinion and input into a wide range of issues across College. We believe that Heads of Department should have the autonomy they need to lead their department and that they should be fully supported to do this by giving them a line manager who understands their department and subject well. Alignment with our school wide determination to ensure that our students receive the best possible quality of education, regardless of their barriers to learning, and grow in character is essential. All members of the department are valued and supported; strength of practice is celebrated as well as the cultivation of opportunities to grow the development of the individual. It is our ambition to increase the number of students opting to study full course RE in the next 2-3 academic years and this will be a key part of the role.

As Principal, I am looking for a candidate who is passionate about their subject, has expert subject knowledge and cares deeply about the spiritual development of our students and seeks to secure the best life chances for them through the provision of exceptional teaching and broad opportunity. We want our College to be a place where staff come to work excited about the lessons they are going to teach and looking forward to strengthening the relationships they have with colleagues as well as students. If what you have read above excites you and aligns with your personal values, experience and ambitions, 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.

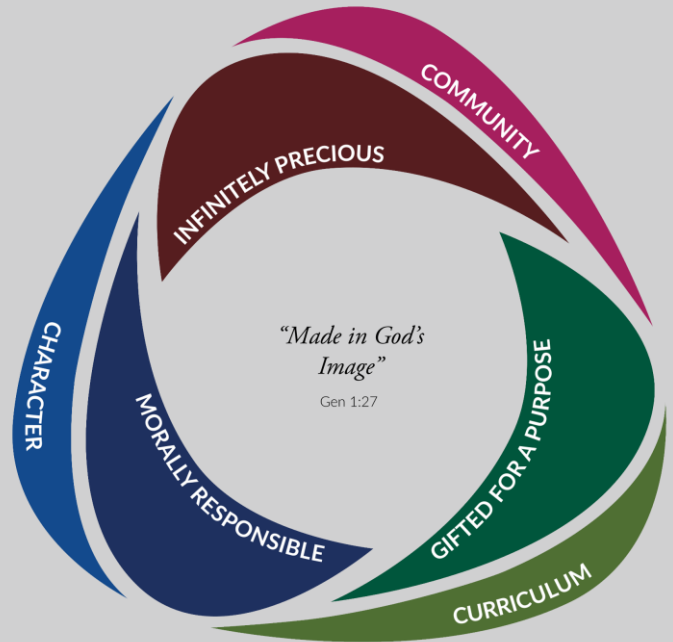
CURRICULUM EXCELLENCE

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





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 our students will
develop the following values:
VALUES CHALLENGED, INSPIRED

“

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

THE PERSON

We are looking to appoint a committed and dynamic candidate who will ensure their department's lessons are the forum for students each week, to learn, question and evaluate the nature of their response to ultimate questions of belief and behaviour. You must:

- possess the skills and determination to make a significant difference to the lives of our students and share our goal of helping all students to achieve more than they ever thought possible.
- be able to ensure exceptional teaching and learning in RE to ensure outstanding outcomes for students.
- believe in holistic education where character matters alongside excellence in the academic curriculum.
- have a track record of delivering positive academic progress in the classroom.
- be well qualified, self motivated, adaptable and imaginative.
- have a particular interest in recent developments in your specialism, experience in the application of ICT within your curriculum area.

There is an occupational requirement that the candidate will be a practising Christian and that their life should be consistent with their profession, being characterised by a high level of personal integrity. We seek someone with a love for and deep knowledge of their faith. The successful candidate will take immense satisfaction in building the knowledge, skills and understanding of all students, regardless of whether they share your faith. You will not require your students to think or believe as you do, but will accept responsibility for their academic progress, and seek to

help each to develop a personal response to the material studied. Through meaningful personal relationships, inspiring teaching and your own personal example, you will help students to see the relevance of religious education to their lives and develop a love for the subject in its own right.

As a practising Christian your views will align with the trust's world view, ensuring that decisions regarding curriculum are interpreted and applied using Christian theology. You will also play an important role in the ethological leadership of the college, providing advice and guidance to other leaders on Christian doctrine, supporting staff in delivering a Christian based world view of RE and ensuring accuracy and integrity in the teaching of Christian beliefs, practices and traditions.

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.

THE ROLE

The Head of Religious Education is responsible to the Vice Principal: Quality of Education of:

The rapid progress and exceptional academic achievement of all students in Religious Education with a particular emphasis on:

- being a visible example of our ethos, core virtues and leadership expectations that we hold;
- ensuring decisions are driven by data relating to quality of provision and student progress;
- building a cohesive staff team where the development of staff as teachers (both subject knowledge and quality of instruction) and leaders (career development and succession planning) is a core part of your practice.

Implementing an exceptional Religious Education curriculum and providing opportunities for students to experience and develop their understanding of the Christian faith beyond the school classroom with a particular emphasis on:

- ensuring the curriculum contains a clear progression from KS2 to KS4 and beyond and that all staff can articulate what is taught, why it is taught at that point in the curriculum and what it will lead to next for the students;
- leading and developing opportunities for students to engage with the Christian faith, through supporting the development and delivery of the College's collective worship programme including the daily act of worship and whole school events such as celebrating Christian festivals such as Christmas Carol Service and the Easter Service;
- implementing schemes of work that clearly define the substantive and disciplinary knowledge and vocabulary that students need to master and which lead to consistently exceptional teaching;
- building meaningful curriculum links to local faith organisations, as well as a wide range of enrichment opportunities to engage all groups of students and build their cultural capital.

Ensuring Religious Education teaching is consistently exceptional with a particular emphasis on:

- ensuring that schemes of work and lesson resources support consistently exceptional teaching and are regularly reviewed and improved through collaborative planning;
- leading regular quality assurance of effectiveness of teaching across the department, continually identifying examples of best practice to be disseminated and areas for improvement to be addressed through collaborative planning and support;
- creating a culture of reflective practice and improvement and professional dialogue across your team so that staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
- ensuring that exceptional teaching and learning leads to an increased number of students studying full course RE over time.

PERSON SPECIFICATION

This is an exciting opportunity for an existing Head of Department or experienced teacher ready to step into leadership of a department and continue to develop their skills:

PERSONAL SPECIFICATION

You will have:

- Bachelor's Degree in Religious Studies or a related subject;
- Teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- Awareness of current developments in Religious Education with lifelong commitment to learning;
- Evidence of successful secondary teaching/teaching practice;
- The ability to articulate how a Christian ethos could be developed through RE teaching and whole school work 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;
- Experience of ongoing development of curriculum resources;
- Commitment to being part of our wider school community.

PERSONAL ATTRIBUTES

The successful candidate will:

- Be a practising Christian
- Be committed to student learning and raising achievement of all students through his/her teaching;
- Have very high expectations for the learning and achievements 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;
- Have a commitment to leading a team by example, both inside and outside of the classroom;
- 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.

A photograph of four students in school uniforms sitting at a long desk in a computer lab. The student in the foreground is a girl with a long braid, looking towards the right. Next to her is a boy looking at the camera with a slight smile. Behind him is another boy looking down at his keyboard, and further back is a fourth student. They are all using desktop computers with monitors and keyboards. The background shows more desks and windows.

“

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.

ACADEMIC EXCELLENCE

The Grace College curriculum is designed so that our students:

1. Acquire knowledge and skills for a purpose and gain a solid understanding of the world in which they will live;
2. Cultivate a strong character and the intellectual discipline to discern truth and apply their knowledge correctly.

The Grace College curriculum is knowledge rich, where knowledge is defined as ‘that which we believe to be true’ and the curriculum, ‘what we choose to teach in disciplinary areas.’ Within this curriculum knowledge is the starting point for students understanding and application of any given body of knowledge. In this context, we define application as how students utilise the knowledge to demonstrate their learning, including key disciplinary skills.

The Grace College curriculum is a coherent curriculum. It is designed so that students are given the opportunity to encounter and learn knowledge at a point in their progress which enables them to make sense of the wider world in the subject of study. In each unit of a subject curriculum ‘threshold concepts’ are identified. These ideas are essential to understanding if a student is to progress.

The Grace College curriculum is purposeful. We believe that the pursuit of knowledge and wisdom is valuable in and of itself. Furthermore, we believe that learning is a way to address disadvantage as we seek to understand the world around and beyond our students. Therefore, our curriculum seeks to equip students to thrive in their own lives and to actively seek to serve others.





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: MPS/UPS + 3 ESF Points (£8901)

Start date: Easter 2026

Location: Grace College, Gateshead

Deadline

Closing date: 13th February 2026

Interviews 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 or call HR on 0191 442 2000 or email enquires@gracecollege.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.

