



GRACE COLLEGE

*Emmanuel Schools Foundation*

TEACHER OF ENGLISH

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 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.

READING FOR INFORMATION



Without books is like a body 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 Seamus



# WELCOME

Dear Applicant

I am delighted that you are interested in applying for the role of Teacher of English 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 fantastic place to learn and teach. We're looking for someone who is passionate about English as a subject, someone who sees its beauty, enjoys teaching it creatively and is committed to high standards. Our English department values great literature, strong reading and writing skills and excellent spoken communication. We aim to open doors for our students, helping them explore new worlds through stories and develop high aspirations. As an English teacher here, you'll be part of a supportive and dedicated team that works together to provide top quality teaching. We value collaboration, encourage professional growth and celebrate each other's successes.

## **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 2026, 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.

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.

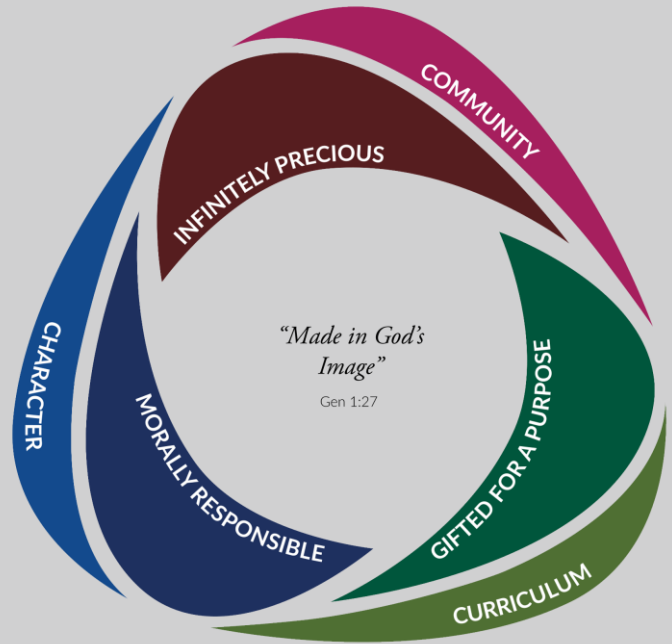
## CURRICULUM EXCELLENCE

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





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

**GRACE COLLEGE**  
All are made in the image of God  
and are therefore precious.

**COURAGE**  
We are determined to achieve  
even in the face of difficulty.

**HUMILITY**  
We avoid arrogance, being  
real about our strengths and  
weaknesses.

**INTEGRITY**  
We are honest with ourselves  
and others. Our words and actions  
agree.

VALUES CHALLENGED. INSPIRED.



# THE ROLE

*Responsible to their Head of Department for:*

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

As well as maintaining the **Teachers' Standards**, all teachers are responsible, through their head of department, to the Head of School/Principal 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.

# 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

Our English Department is a dynamic and forward-thinking team dedicated to fostering a lifelong love of reading, writing and critical thinking. We work collaboratively to maintain high standards and create an inclusive learning environment.

We believe that English empowers students – helping them succeed academically and better understand the world. Our curriculum includes a wide range of literature, from classic texts to modern voices, ensuring students develop strong analytical, creative and communication skills.

We provide a supportive yet high expectation environment, encouraging every student to reach their full

potential. Our carefully planned curriculum builds essential skills across key stages 3 and 4, preparing students for AQA GCSES English Language and Literature.

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

Our department is united by a passion for the subject and high aspirations for every student. We regularly reflect on our teaching methods, share best practices, and ensure that all students receive an inspiring and challenging English education, regardless of their background.



# THE PERSON

We are looking for a passionate and committed English teacher to join our team at Grace College. The successful candidate will work alongside a team of subject specialists, led by the Head of English, and teach key stage 3 and 4 students (ages 11 – 16).

We are seeking someone who is well qualified, motivated, adaptable and creative – someone who strives for academic excellence whilst teaching students of all abilities.

As a teacher at Grace College, your priority will be the care and development of young people. You'll see each student as an individual with unique talents and potential, regardless of their background, ability or behaviour. We expect high standards, a deep understanding of the subject and a strong classroom presence, you should believe that challenges such as special educational needs or socio-economic background should never be barriers to success.

While you do not need to be a Christian, we ask that all staff embrace and support our mission, values and ethos. Our team is united by a strong sense of purpose, believing that every student is valuable, gifted and responsible for their future. 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 you'd like to visit Grace College before applying to learn more about the role, we'd love to welcome you.

# THE PERSON

## Personal Specification

### You will have:

- Bachelor's Degree or Equivalent in English;
- Teaching Qualification (Secondary);
- Qualified Teachers Status (QTS);
- Awareness of current developments in English with a lifelong commitment to learning;
- 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.



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



# 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 - £51,046.71)

Start date: September 2026

Application from ECTs and experienced teachers are welcome

Location: Grace College Gateshead

## Deadline

Closing date: 7<sup>th</sup> May 2026

Interviews to be held: W/C 11<sup>th</sup> May 2026 or W/C 18<sup>th</sup> May 2026

## How to apply:

For further information, please visit [www.esf-web.org.uk](http://www.esf-web.org.uk) or call HR on 0191 442 2000 or [hrgateshead@esf-mail.org.uk](mailto:hrgateshead@esf-mail.org.uk) 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.

