



GRACE COLLEGE

Emmanuel Schools Foundation

TEACHER OF FRENCH AND SPANISH

VALUED, CHALLENGED, INSPIRED

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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 CHALLENGE

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 French and Spanish 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.

At Grace College. We are proud of our language's curriculum, which is underpinned by a commitment to teaching complex and often abstract concepts in an accessible manner to ensure engagement from students is high. We are committed to high standards of reading, writing, and spoken language as well as to teaching cultural awareness to develop students' tolerance and understanding of the world beyond their own. Our languages team work hard to ensure that all students receive excellence in the classroom, and they work collectively towards raising aspirations so that students of all backgrounds can achieve a personal best.

In the summer results in languages at GCSE were exceptional. Over 50% of the cohort studied French, 97% of students achieved a grade 4 or higher and 92% achieved a grade 5 or higher. Over 30% of students achieved a grade 7 or higher.

As a Teacher of French and Spanish, you will be joining a team that is focused and works closely together. It's important that you share our values and are willing to collaborate. We support and value every team member, celebrate good teaching and help each other grow.

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.

Rachael Hooker
Principal

MISSION

CHARACTER EDUCATION

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

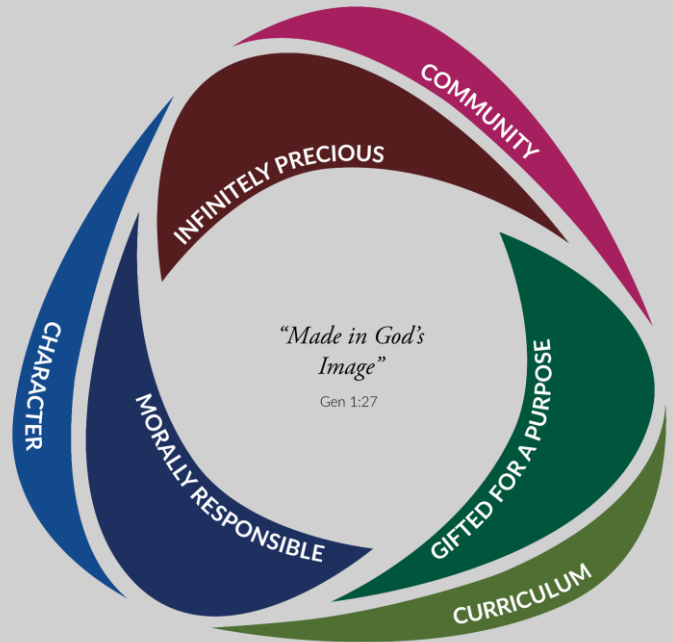
CURRICULUM EXCELLENCE

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 our students will be challenged to achieve their potential.

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 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.

THE PERSON

We are looking to appoint a dynamic and enthusiastic teacher who can confidently teach French at Key stage 3 and 4, and preferably the ability to teach Spanish at KS3.

We expect all applicants to be well qualified, self-motivating, adaptable and imaginative. They will be keen to join a team that is committed to achieving academic excellence in their teaching of languages to students of a wide ability range.

Our current languages teachers are passionate about their subject, as are all members of our departmental teams. You will genuinely believe that languages are exciting, beautiful, powerful and fascinating. While your subject knowledge will be of a high standard, you will also have the empathy to understand barriers that can hinder student progress. Most importantly, you will inspire confidence and foster a positive can-do attitude, in learners of all abilities,

There is not requirements that individual teachers should be Christians, but it is essential however that all staff understand and enthusiastically support our mission, ethos and values. There is a remarkable unity of purpose within the current staff team as individual unite around our core beliefs that people are infinitely precious, gifted for a purpose and morally responsible.

A desire to work with the most disadvantaged in our communities and those with low academic starting points, as well as wit 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.

PERSON SPECIFICATION

Personal Specification

You will have:

- Bachelor's Degree or Equivalent
- Teaching Qualification (Secondary);
- Qualified Teachers Status (QTS);
- 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;
- Confidants 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”**

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 Languages department is made up of six dedicated and enthusiastic teachers committed to ensuring that every student in College achieves his or her potential. The team is known for great teaching, strong communication and working well together with a shared goal. This resulted in outstanding outcomes for students in French in the summer 2025 GCSE exams, with 92% of the 125 students entered for French achieving a grade 5 or above.

Learning grammar is a key part of the language lessons. It helps students understand and use the language clearly and confidently. As students get better with grammar, they can express their ideas more fluently and

accurately.

The College offers French and Spanish. All students study one modern language in Year 7 and 8, choosing between French or Spanish and our most able linguists can pick up a second in Year 9. Many continue with a language for GCSE even though this is entirely free choice. In year 7, students are in mixed-ability groups, which helps build strong language skills. As they move through Key Stage 3, some are grouped by ability to provide extra challenge or support. Students are tested every half term so teachers can track their progress. All students follow a language curriculum that meets, and often goes beyond, national standards.





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 - M6 (£32,916 - £51,046.71)

Start date: September 2026

Location: Grace College, Gateshead

Deadline

Closing date: 7th May 2026

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

