



GRACE COLLEGE

*Emmanuel Schools Foundation*

HEAD OF PERFORMING ARTS (MUSIC AND DRAMA)

VALUED, CHALLENGED, INSPIRED

# VALUED, CHALLENGED, INSPIRED

READING FOR UNDERSTANDING

READING FOR KNOWLEDGE

READING FOR INFORMATION

READING FOR CONNECTION

READING FOR ADVENTURE

READING FOR KNOWLEDGE

READING FOR UNDERSTANDING

READING FOR CONNECTION

“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

“Men without books are like machines without a soul.”  
Marcus Tullius Cicero



# WELCOME

Dear Applicant,

We are looking to appoint a dynamic and enthusiastic leader who will confidently step into the role of Head of Performing Arts overseeing the drama and music provision, leading the department towards strong and beyond. The successful candidate will provide the performing arts 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 performing arts within and outside of the curriculum. We currently have a drama teacher, a music teacher and several peripatetic staff who teach LAMDA and instrumental lessons.

We are committed to growing the study of performing arts courses at KS4 and as such all students enjoy a lesson of music and drama at KS3 each week. We offer GCSE in both Drama and Music, and BTEC in Music and are ambitious to see more students each year take up this offer. Outside of the curriculum we have a growing range of instrumental lessons, offer LAMDA lessons and stage a range of events including Christmas Carol and Easter Services, Presentation Evening which is held at the Glasshouse International Centre for Music and in November this year we will be launching the first college production, "Annie". We are ambitious to see young people achieve excellence in the performing arts and as such we are looking for a leader who can lead an aspirational programme of performing arts opportunities to engage more students outside of the classroom. Therefore, we are looking to appoint a leader who can confidently teach drama or music or performing arts at KS3 and KS4 and will be able to lead the staff team in developing our co-curricular provision as well as leading on directing the annual college production.

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.

At Grace College we work closely with our colleagues from Emmanuel College and as part of our partnership working, we employ a Director of Arts and Events, Ms P Wells who line manages the creative and performing arts provisions at both schools and strategically oversees the wider offer available to students with an emphasis on ensuring both schools deliver exceptional events both internally and for the community to attend. The successful candidate would benefit from working directly with Ms Wells, who herself is a successful school leader and has worked professionally in the arts industry.

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.

## 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.



# WELCOME

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.

We were inspected under the revised Ofsted framework in March 2026 and were pleased that Ofsted recognised the significant improvements made in our school commenting 'Grace College is an improving school'. Our provision for Sixth Form was judged to be strong, cementing the strength of our partnership with Emmanuel College through our Associated Sixth Form offer. Inclusion and

personal development were judged to be at the expected standard and in all other areas the improvements being made are evident, however we know that we have more to do to achieve excellence. Our full staff team are committed to achieving this so that all students grow in character and achieve their personal best.

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+ and in 2026 we saw more improvement in the percentage of students achieving top grades of 7-9.

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.

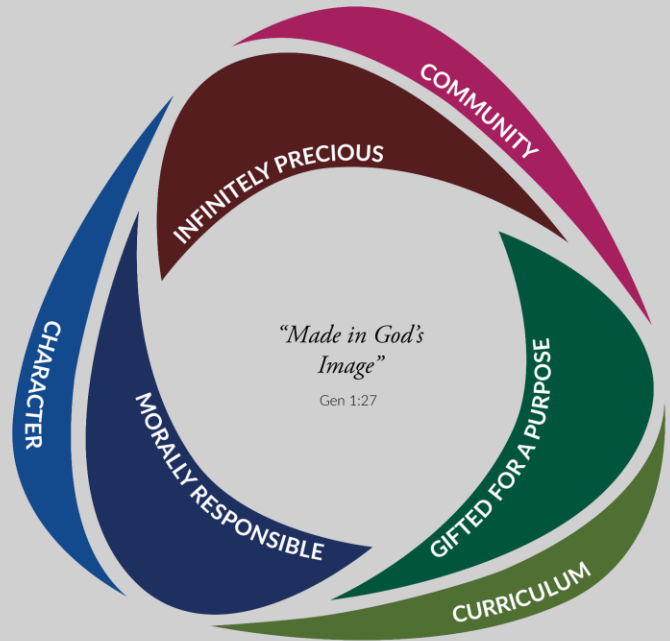
## CURRICULUM EXCELLENCE

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





“

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

# THE PERSON

We are looking to appoint a committed, dynamic and creative candidate who will ensure their department's lessons are of the highest standards and offer a curriculum and co-curriculum programme that create a forum for young people to explore their gifts, talents and creativity.

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 music and drama and 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 and experience in the application of ICT within your curriculum area.

We are looking for an inspirational, energetic and highly skilled Leader of Performing Arts; leadership and a genuine desire to develop performing arts education and co-curricular involvement are the key elements. To that end we are interested to hear from candidates who can teach music, drama, performing arts, or a combination of subjects, one of which they can teach to both KS3 and KS4.

The successful candidate could be a proficient musician or dramatist able to lead college productions and a variety of music and/or drama ensembles.

You will be passionate about developing performing arts provision and want to provide young people with the opportunity to become proficient musicians and actors.

You will recognise that the Head of Performing Arts will make a significant commitment to the delivery of a broad, yet challenging co-curricular and a varied events programme, working with a team of teachers and additional instrumental and LAMDA teachers to achieve collaborative excellence in the arts and events.

If, prior to submitting your application, you wish to visit Grace College to find out more about the role and the College, then we are happy to welcome you please contact Ms Wells at [wellsp@emmanuelctc.org.uk](mailto:wellsp@emmanuelctc.org.uk).







# THE ROLE

The Head of Performing Arts is responsible to the Director of Arts and Events:

**The rapid progress and exceptional academic achievement of all students in music and drama with a particular emphasis on:**

- being a visible example of our ethos, the 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 music and drama curriculum and providing opportunities for students to experience an inspiring co-curricular programme, that develops creative talent, whilst also ensuring students have opportunities to engage in the arts in the region.**

- ensuring the curriculum contains a clear progression through the key-stages 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 high-quality co-curricular activities through supporting the development of our current ensembles; orchestra, Glee Choir, Senior Harmony Choir, Drama Club, College Band and annual college productions.
- working with the Director of Arts and Events to ensure our collective whole school events Carol Service, Easter Service, Presentation Evening and House events are of the highest quality with student involvement at their core.
- 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 arts organisations, as well as a wide range of enrichment opportunities to engage all groups of students and build their cultural capital.

**Ensuring music and drama 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

# 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 Music or Drama or a related Performing Arts subject;
- Teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- Ability to play an instrument proficiently, and experience of Musical direction of productions and leading ensembles (*if music is your specialism*);
- Ability to direct or act proficiently, and experience of directing productions (*if drama is your specialism*);
- Awareness of current developments in all performing arts teaching with lifelong commitment to learning in the arts;
- Experience of ongoing development of curriculum resources;
- Evidence of engagement in co-curricular ensembles, (instrumental or vocal) and experience of, or a willingness to engage in leading productions.
- Awareness of the variety of performing arts venues in the northeast and a willingness to involve and engage students in the region's opportunities;
- Evidence of successful secondary teaching/teaching practice;
- 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;
- Commitment to being part of our wider school community.

## PERSONAL ATTRIBUTES

The successful candidate will:

- Be willing to teach performing arts subjects; music and/or drama as well as inspiring students to take part in instrumental or LAMDA lessons;
- 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 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”



# 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 (£9212)

Start date: September 2026

Location: Grace College, Gateshead

## Deadline

Closing date: Tuesday 6th October

Interviews to be held Monday 12th October 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](http://www.gracecollege.org.uk) or call HR on 0191 442 2000 or email [enquires@gracecollege.org.uk](mailto: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.

