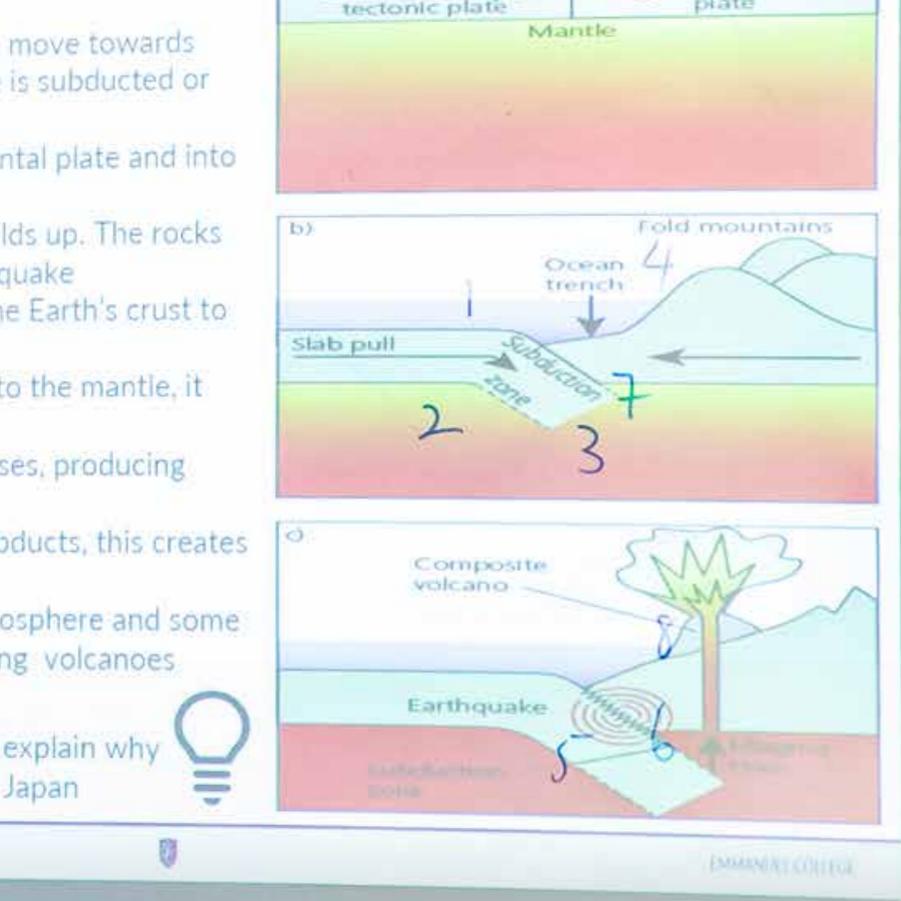




GRACE COLLEGE  
*Emmanuel Schools Foundation*

# LEAD PRACTITIONER

VALUED, CHALLENGED, INSPIRED



# WELCOME

Dear Applicant

I am delighted that you are interested in applying for the role of Lead Practitioner at Grace College.

Grace College is on a rapid journey of improvement towards outstanding and we are seeking to recruit three skilled and passionate leaders of pedagogy who will model high quality teaching and learning to colleagues in their department and across the college.

We are looking for four exceptional lead practitioners to join our Maths and English departments as we seek to rapidly improve outcomes. Successful applicants will support the department to improve outcomes by providing exceptional instruction, assessment and feedback to students in all year groups but with a specific focus upon students in year 11.

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 area of Gateshead and beyond 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.

Grace College was adopted by Emmanuel Schools Foundation in 2019 and much progress was achieved despite the impact of the pandemic. The College is co-led by Mr Waterfield, Lead Principal and Mrs Hooker, Head of School. Mr Waterfield has served Emmanuel College, an Outstanding secondary school in Gateshead, for 15 years in several senior leadership roles and as Principal for nine years. Mrs Hooker has worked with Emmanuel Schools Foundation since 2019 previously as Vice Principal of Emmanuel College. Mrs Hooker is 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. We are 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 have 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. Although there are still challenges, we are resolute in our ambition to ensure they are addressed quickly for the benefit of the whole community.

As leaders we are committed to lead with care, clarity and consistency in order to forge a strong professional culture of personal growth and flourishing underpinned by integrity, humility and trust where staff love to work, and students love to attend. As a Lead Practitioner you would be part of this commitment to ensure that all students are receiving a high-quality education, promoting the joy of being a learner and encouraging the endeavour required to be a master of knowledge. If this journey is aligned to your personal values, experiences, and ambitions then Grace College is probably the right place for you.

  
Matthew Waterfield MA  
Lead Principal

  
Rachael Hooker  
Head of School

“  
WE OFFER OUR BEST TO  
EVERYONE AND EXPECT  
THE AMAZING BECAUSE  
WE BELIEVE IN THE INNATE  
POTENTIAL OF ALL PEOPLE”

# MISSION

## CHARACTER EDUCATION

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

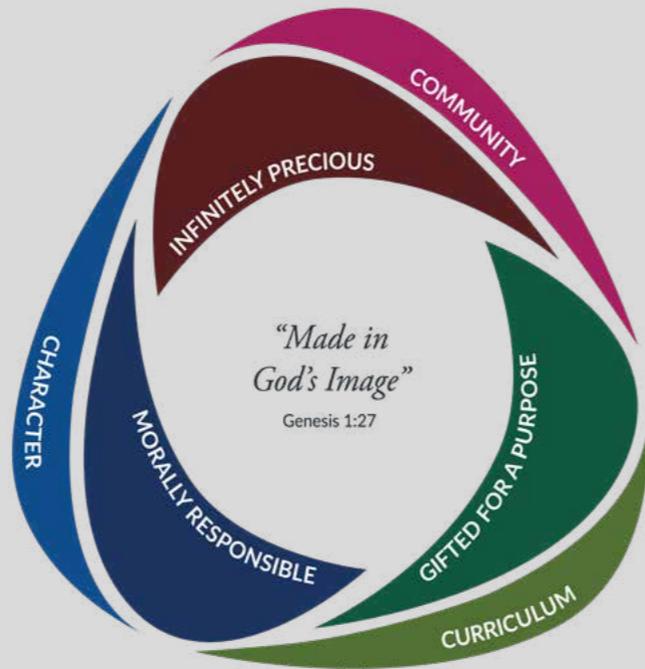
## CURRICULUM EXCELLENCE

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”**



“  
**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.

The professional development of staff is therefore a priority at Grace College. 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.

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. This year, we are launching various social events for staff and offering use of our sports facilities after school so that staff can use these to get together and engage in some healthy competition or social time with colleagues.





“

**OPEN MINDS, A THIRST FOR KNOWLEDGE AND INTELLECTUAL ACADEMIC CURIOSITY”**

## 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.
3. 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 has 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.

# PERSONAL 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 and in year 7 and 8 more time is given to personal development through a weekly lecture.

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 year 8. In year 7 students will have the opportunity to attend Camp Grace, a 4-day camping experience in Edinburgh and in year 8 Chateaux Emmanuel in France. This programme starts this year with the introduction of Camp Grace.

This year will also signal the introduction of an annual tradition of whole college events including the Christmas Carol Service, Sports Day at Gateshead Stadium and Presentation Evening at The Glasshouse, Gateshead. Our music and performing arts department offers annual productions and performances as well as LAMDA and peripatetic tuition for students, which participation in is growing every year.



“

**WE BELIEVE IN EXCELLENCE IN  
CHARACTER DEVELOPMENT,  
LEARNING ACROSS THE  
CURRICULUM AND SERVICE  
TO OUR COMMUNITIES”**



“

**A PLACE WHERE EVERYONE IS  
WELCOME AND SAFE”**

## THE **ROLE**

Lead Practitioners are responsible to their Head of Department for:

**Improving the outcomes obtained by students in final examinations with an emphasis on:**

- modelling the exemplary teaching of students in year 11 by teaching a number of year 11 classes;
- using assessment data to identify individuals or groups of pupils that need targeted support, identifying specific topics that require intervention to raise achievement and implementing this support across the department;
- measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching.

**Improving the quality of teaching and learning in the department with an emphasis on:**

- modelling consistently high-quality teaching and be able to demonstrate excellent practice to others and produce high-quality teaching materials that support excellent practice;
- supporting with teachers' professional development when appropriate carrying out lesson observations, providing feedback and implementing strategies to improve practice;
- provide mentoring/coaching/formal support to individual teachers' in need of 1-to-1 support to improve their practice.

# THE OPPORTUNITY

## PERSONAL SPECIFICATION

You will have:

- Bachelor's Degree or equivalent;
- teaching qualification (Secondary);
- Qualified Teacher Status (QTS);
- awareness of current developments in teaching 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 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;
- 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.



“

**A PLACE WHERE ALL STUDENTS AND STAFF HAVE EQUALITY OF OPPORTUNITY AND SUPPORT”**



# APPLICATION DETAILS

## Vacancy details:

Salary Leadership Spine Point 7-11

Required to start January 2024 (or sooner)

## Deadline:

Closing date: **Monday 16 October at 9:00am**

Interviews will be taking place week commencing 16 October or the following week

## 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 [enquiries@gracecollege.org.uk](mailto:enquiries@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.



**GRACE COLLEGE**  
*Emmanuel Schools Foundation*

Lead Principal **Matthew Waterfield MA**

Grace College, Saltwell Road South, Gateshead, Tyne & Wear, NE9 6LE

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[www.gracecollege.org.uk](http://www.gracecollege.org.uk)



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FOUNDATION**