

CELEBRATING
80
YEARS

**GATESHEAD
COLLEGE**



**JOIN
OUR
TEAM.**

Permanent and Fixed Term Roles



HELLO.

It's great to see you're considering joining our team.

And, as far as teams go, you won't get much better than Gateshead College. We genuinely care about each other, and all share a purpose to give our students the employment edge, an industry inspired education that combines high quality learning with real world skills.

This means putting everything we've got into making sure our students are the most employable. From bringing industry expertise into the classroom and working hand in hand with businesses, to delivering the highest quality teaching and supporting students to develop personally as well as professionally, we're all about creating experiences that will set learners up for life.

We're a responsible organisation which values you and the contribution you'll make. You'll get to work with brilliant people who put students first, will be supported to develop your skills and will have opportunities to pursue work that interests you.

We prioritise health and wellbeing, your work life balance will be respected, and you'll be listened to. Our inclusive culture means you're valued for being yourself and diversity is celebrated. We care about being part of our community and want to do our bit to make it better for everyone so we're working hard to reduce our environmental impact and take actions to make a positive difference including working on projects with local partners and supporting charities.

We all contribute to our students' success and take pride in their achievements, no matter what our role, and it's this shared effort and ambition that makes the college such a lovely place to work; we hope you'll consider joining us.

Good luck.



A handwritten signature in black ink that reads "David Alexander". The signature is fluid and cursive, written over a white background.

David Alexander
Principal & CEO



WHO WE ARE AND WHAT WE STAND FOR.

Gateshead College has been around since the 1940s and celebrates its 80th anniversary this year. From then to today, we've been helping people get the skills and qualifications they need to get on in work and life. It's a special place to work and learn. We care about each other, are passionate about what we do and are proud of what our students achieve.

Our purpose, values and strategic plan were developed with the people who make up our community – our learners, staff and partners.

You can read it in full [here](#).



We value and promote diversity, inclusivity and mental health and wellbeing.



Employee
Voice
Certified



Better Health
at Work Award
Maintaining Excellence



PROUDLY ACHIEVED



November 2024

OUR PURPOSE.

To develop skilled, confident learners who succeed in work and life.

OUR VISION.

To be at the heart of a thriving community, helping people to achieve their full potential and gain the employment edge.

OUR VALUES.

Our values are what make us, us.

Along with our ethos of employment edge, they guide how we behave and go about our work day to day.

- Respect others
- Take responsibility
- Have courage
- Be creative
- Work together

OUR ETHOS.

Employment Edge

Industry inspired education that combines high quality learning with real world skills helping all learners, whatever their age, background or starting point to develop the confidence, personal and professional skills to be successful.

Gateshead College learners will have the best chance of getting a job, starting a business and progressing in their career; an employment edge that will set them apart.

OUR STRATEGIC PRIORITIES.



LEARNERS.

To support and inspire every learner to make the most of their talents, skills and opportunities. We will encourage them to work hard and enjoy their time with us.



PEOPLE.

To be the place where people want to work, feel valued and share a passion to help our learners succeed.



PARTNERSHIP.

To work in partnership with organisations, businesses and communities to create the best opportunities for our learners.



SUSTAINABILITY.

To be a resilient organisation which takes positive action to address climate change, creating a better environment for our learners, our people and future generations.

WHAT IT'S LIKE TO WORK WITH US.

What our staff say:

Our hot off the press Employee Engagement Survey results show: **Our eNPS (employer net promoter score) is +39.**

This is 38 points higher than the education sector benchmark and shows how likely our people are to recommend Gateshead College as a good place to work to their friends and family. This makes us really happy!

89%

of staff feel that
the college is
inclusive.

83%

of staff feel
they can be
themselves at
work.



"I class Gateshead College as my second family as it's such a supportive environment and everyone's there for each other. My favourite part of working here is seeing the students grow in confidence and watching them flourish during their time at college"

Reald, Library staff member

What our students say?

95%

of students say they are challenged to achieve the best of their ability.

99%

of students say people of all cultures and backgrounds are valued here.

97%

of students say the college is a safe place to learn.

"The college staff are brilliant; they gave me the confidence to audition for Ballet Rambert and I'm thrilled to have been offered a place."

Finley, Dance student.

"The style of teaching and the assignments have really prepared me for university and I can't wait to start my degree."

Katie, Access to Science student



OUR CAMPUSES.

**We have four different
campuses across
Gateshead with world
class facilities including:**

Relaxed social spaces

Training kitchens

Botanica Salon

200-seat theatre

Music recording studios

Two floor learning centre

Three restaurants

Starbucks

Science labs

83m indoor athletics track

4G artificial and grass pitches

Boxing suite

Cardio gym

Pole vault, long jump and
throw area

Sports science facilities

Workshop space for each
trade

Mechanical maintenance
workshops

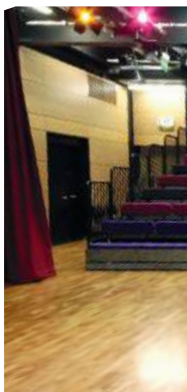
Welding and fabrication
workshops

Spray paint booths

CNC and CAD machines

Dance studios

Health care lab





Baltic Campus

Quarryfield Road
Gateshead
NE8 3BE



Academy for Sport

Neilson Road
Gateshead
NE10 0EF



Skills Academy for Automotive and Engineering

Kingsway South
Team Valley
Gateshead
NE11 0SH



Skills Academy for Construction

Eighth Avenue (off
Kingsway South)
Team Valley
Gateshead
NE11 0JL

BENEFITS.

- Between 33 and 38 days, plus bank holidays, depending on your role (pay award pending) and 50 days, plus bank holidays for academic positions.
- Competitive salary.
- Flexible working.
- Mental health and wellbeing support, with 24/7 access to an employee assistance programme and counselling services. All staff can self refer for up to 8 face to face counselling sessions per issue and access online sessions for dependants, and up to 8 sessions of couples' counselling for themselves or dependants, per annum.
- Career average pension with the Local Government Pension Scheme or Teachers' Pension (where applicable). Employer pension contribution rates range from 19.5% – 28% depending on the scheme.
- Travel support including discounted public transport and cycle to work scheme and free parking.
- Retail and travel discounts.
- Volunteering days.



Learning and Development:

All staff have access to continuous professional development (CPD) and opportunities to keep learning and growing throughout your career here. You'll also take part in three Staff Development Days each year – dedicated time away from your usual day-to-day work to build skills, reflect, connect with others, and focus on wellbeing.

If you're joining us as Curriculum staff, you'll be matched with a coach and a mentor. They'll support you with the practical side of the role – our systems, processes, and the Gateshead way of doing things – and carry out supportive observations to help you reflect and grow. No grading, no pressure – just ongoing support that continues well beyond induction as you develop your career here.

If you're a teacher, you'll have access to our Teacher Academy too, including a yearly event where colleagues come together to share best practice and explore development themes that matter to them.

OUR RECRUITMENT PROCESS.



- Complete an application form to kickstart the process. You need to do this, rather than just submitting your CV as part of our commitment to "Keeping Children Safe in Education".
- Safeguarding is everyone's responsibility and we're committed to ensuring our recruitment practices reflect this. We carefully vet all staff and volunteers, including comprehensive DBS checks, to ensure that they are suitable to work with our students. Our safeguarding policies are designed to protect the wellbeing of everyone in our college community and we are proud to uphold these standards.
- Once your application is submitted shortlisting will begin by the hiring manager against a list of set criteria to ensure fairness in our process. All shortlisting is done anonymously.
- If you're successfully shortlisted you'll be contacted by the email address you used to apply for the position and invited to pick an interview slot. If these dates/times don't work for you, please reach out using the contact details and we will see what we can do. If you've not been shortlisted we'll get in touch via email – please look out for any further vacancies via our website. Remember to keep an eye on your junk mail folder just in case.
- Details of your interview will be emailed to you. How your interview looks will depend on the type of role you've applied for.
- Don't hesitate to contact us if you require any reasonable adjustments as part of the process. You can reach us by emailing people@gateshead.ac.uk
- On the day, our friendly staff will welcome you to the college and do their best to settle any nerves.
- Whether you're successful or not, the hiring manager will give you a call to let you know the outcome and to provide you with feedback.
- We want everyone to have a great experience during our recruitment process, so we may send you a short survey to gather your feedback. It would be great if you could fill this out so we can continue to develop our process and make it better.

Good luck and we hope we hear from you soon.



@GATESHEADCOLL



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GATESHEAD.
AC.UK