

# St Bede's Catholic College



## Recruitment pack for the post of:


### 2 i/c of Physical Education and Sport to teach girls PE

Full time, with effect from 1<sup>st</sup> September 2025

Pay scale M1-UPS3 £31,650 - £49,084 plus TLR2a £3,391

Closing date: Noon on Tuesday 22<sup>nd</sup> April 2025

 0117 377 2200

 [www.stbedescc.org](http://www.stbedescc.org)

 Long Cross, Lawrence Weston, Bristol, BS11 0SU

# St. Bede's Catholic College

Long Cross, Lawrence Weston, Bristol, BS11 0SU

T: 0117 377 2200 E: [contact@stbcc.org](mailto:contact@stbcc.org) W: [www.stbedesc.org](http://www.stbedesc.org)



**Principal:** Mr R. J. King, M.Ed

Dear applicant

St Bede's Catholic College is a great place of learning with a unique culture and climate. Visitors comment on a calm and industrious place where children are stimulated and challenged to develop their talents and encouraged to strive for excellence. Achievement and effort are valued and celebrated. Within and outside the classroom numerous opportunities exist for young people to unlock their talents and develop self-worth, esteem, confidence, resilience and independence.

Children are enthusiastic about life in college and embrace the many opportunities to grow in faith, developing religious understanding and a sense of service. Spiritual and moral development lies at the heart of our work and is a major strength within this vibrant faith community, where every child is valued.



Young people are encouraged to strive for excellence in every aspect of their work. We hold high expectations of ourselves and all those who work within our community and these translate to the children in our care. They are enabled from the early stages to be active, enquiring and critical open-minded thinkers; to be ambitious for themselves and broaden their horizons.

The college has a long-standing tradition of scholarship and academic success. The value of hard work is never underestimated; this, coupled with inspirational and passionate teaching, enables everyone to fulfil their potential and walk tall with confidence.

As important as they are, education at St Bede's is about much more than examination results as you will discover when you visit this vibrant community where quality is all pervading.

Yours faithfully

A handwritten signature in black ink, appearing to read 'R. King'.

Mr R King

Principal



## The St Bede's Way

The St Bede's Way is a practical guide to the culture at St Bede's. It is the way we aspire to do things, the expectations we have of each other and the support we provide to help us all succeed. It is the aim of all our community, both adults and students.

St Bede's has one simple message: **Work Hard. Be Kind. Do The Right Thing.**

### Where Excellence meets Purpose

At St. Bede's Catholic College, we believe that our colleagues are the heartbeat of our institution. We are not just a school; we are a community committed to fostering an environment where every member thrives.

As you consider joining our team, here's what we promise to provide you:

#### **Inspiring Mission and Values:**

Be part of a community driven by a rich heritage and a commitment to excellence in education. Our Catholic values permeate everything we do, creating a purpose-driven work environment.

#### **Collaborative and Inclusive Culture:**

Embrace a culture of collaboration, where your unique skills and perspectives are valued. We are committed to creating an inclusive atmosphere that celebrates diversity and encourages open dialogue.

#### **Professional Growth and Development:**

Your growth matters to us. Access ongoing professional development opportunities, workshops, and mentorship programs to ensure you stay at the forefront of your field and achieve your career goals.

#### **Student-Centric Approach:**

Experience the joy of shaping young minds. Our student-centric approach prioritises their holistic development, providing you with the satisfaction of contributing to their growth and success.

#### **Work-Life Balance:**

We understand the importance of a balanced life. Enjoy a supportive work environment that values your well-being, providing flexibility and resources to help you maintain a healthy work-life balance.

#### **State-of-the-Art Facilities:**

Work in a modern and well-equipped campus that fosters a positive learning environment. Our facilities are designed to inspire creativity and innovation in both students and staff.

#### **Community Engagement:**

Engage with the local community and make a difference beyond the classroom. Join initiatives that connect our school with the broader community, reinforcing our commitment to social responsibility.

***Join St. Bede's Catholic College and be part of a community where your skills are appreciated, your growth is nurtured, and your contributions make a lasting impact on the lives of students.***

## **ADVERT**

### **JOB OVERVIEW**

St. Bede's Catholic College is seeking a dedicated and enthusiastic female 2 i/c of PE and Sport to join our dynamic faculty to teach girls PE and promote a love for sports and fitness among students.

You will be a full-time teacher who can deliver high quality lessons while successfully nurturing and inspiring our students. As part of our energetic and welcoming team, you will enthuse and motivate students to strive for success while maintaining a healthy learning environment for all children within the college.

St Bede's has a diverse community of students and we would be pleased to receive interest from applicants of all backgrounds.

### **WHY CHOOSE US**

St Bede's has a superb reputation locally, within the Diocese and nationally. We are recognised by the Diocese as an Outstanding Catholic school and hold the SEND Inclusion award that recognises our high-quality education for students with SEND. In addition, we hold a Beacon status for Holocaust Education, the Geography Quality Mark and an award from the Incorporated Society of Musicians in recognition of excellence in Music. We have also been

recognised for 'Leadership through moral purpose', 'Engaging with evidence and research' and for our outstanding results by SSAT. The College has also recently been awarded the Leading Parent Partnership award in recognition of our work with parents and re-accredited as Investor in People

### **WHAT WE OFFER:**

- A school that is fully dedicated to developing every child to reach their full potential, irrespective of their ability or prior attainment.
- Collaborative working to support our endeavours to work smarter and achieve an effective balance between home and work.
- A dedicated and friendly team of professionals who are keen to develop and learn.
- Excellent CPD opportunities to grow and develop through mentoring and coaching.
- A successful ECT support program and new staff mentoring
- Comprehensive induction programme
- Onsite parking
- Free Employee Assistance Programme
- Teacher pension scheme
- Marking policy and Communications policy, both designed to reduce workload
- Members of the DfE Staff Wellbeing Charter
- Cycle to work scheme
- Free use of the college gym

### **IF YOU ARE:**

- a self-motivated, talented and reflective teacher
- someone who will teach with excitement and enthusiasm, creating positive energy around them
- a teacher with ambition for every student
- a team player
- a person with strong personal and professional standards

who has the desire and potential to be outstanding and want to play your part in ensuring St Bede's remains a great place of learning, we would be pleased to hear from you. St Bede's prides itself on developing great teachers.

Please complete the application form and submit this with a letter outlining your experience and suitability for this role. The closing date for applications will be **noon on Tuesday 22<sup>nd</sup> April 2025**

*Offers of employment are subject to Enhanced Disclosure and Barring Service clearance, excellent references and medical clearance.*

## Faculty information

The PE Faculty comprises of 6 full time teachers. The faculty has some outstanding facilities including:

- Fitness suite
- Dance Studio
- 100m Athletics Track with sand pit
- Extensive playing fields housing football, rugby, athletics, cricket and rounders.
- MUGA (3 Netball, 6 Tennis)
- 3G Football Pitch
- 4 court Sports Hall

### Areas currently studied at Key Stage 3:

Year 7: Netball (Girls), Rugby, Football, Gymnastics, Dance, Net Games, Athletics, Cricket (Boys), Rounders (Girls), Health Based PE, Problem solving, Team building.

Year 8: Netball (Girls), Rugby (Boys), Football, Trampolining, Team Building, Table Tennis, Health Based PE, Athletics, Cricket (Boys), Rounders (Girls).

Year 9: Football, Coaching, Basketball, Rugby, Netball, Trampolining, Table Tennis, Badminton, Fitness, Leadership, Athletics, Rounders.

Key stage 3 assessment follows ME's looking at the all-round development of the individual encompassing physical, social, thinking and personal skills.

Areas currently studied at Key Stage 4:

Students have the opportunity to study GCSE PE as an option and is popular every year. Core PE at key stage 4 works on an options basis covering a wide range of activities.

### GCSE PE –Edexcel

Practical: **40%**  
Theory: **60%**

Paper 1: **36%**  
Paper 2: **24%**  
Practical **30%**  
PEP **10%**

GCSE Results 9 - 4		
2022	2023	2024
88%	75%	85%

### Key Stage 5:

A Level PE - OCR Syllabus

Paper 1: Physiological factors affecting performance

Paper 2: Psychological factors affecting performance

Paper 3: Socio-cultural issues in physical activity and sport

A Level Results	
Average grade	
2024	B-
2023	C
2022	D



### Extra curricular

We value our extra-curricular activities very highly which are available for all. There are a range of clubs and fixtures played on a weekly basis across Bristol. Pupils may attend clubs whether they wish to also play competitively or not. There are also a vast variety of lunchtime clubs.



## Person Specification

### 2<sup>nd</sup> i/c PE and Sport, full time

Criteria	Essential	Highly Desirable
Catholicity	<ul style="list-style-type: none"> <li>Willingness to support the Catholic character of St Bede's</li> </ul>	<ul style="list-style-type: none"> <li>Catholic</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>Graduate or equivalent</li> <li>Qualified Teacher status</li> </ul>	<ul style="list-style-type: none"> <li>Good Honours graduate</li> </ul>
Teaching	<ul style="list-style-type: none"> <li>Excellent and reflective classroom practitioner</li> <li>Ability to motivate and challenge students to achieve high standards</li> <li>Ability to provide student feedback, mark work and talk to parents and carers about their children's progress</li> <li>Good classroom management skills</li> <li>Good computer skills</li> <li>Willingness to be involved in co-curricular enrichment opportunities</li> <li>Follow safeguarding procedures</li> </ul>	<ul style="list-style-type: none"> <li>Ability to teach a second subject to GCSE</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>Evidence of ongoing professional development</li> <li>Broad knowledge of educational developments</li> </ul>	
Personal Qualities	<ul style="list-style-type: none"> <li>Ability to develop and maintain good relationships with children and colleagues</li> <li>Ability to communicate clearly</li> <li>Be flexible and open to change</li> <li>Optimistic disposition</li> <li>A positive attitude to students of all abilities and dispositions</li> <li>Trustworthy, conscientious and loyal</li> <li>Emotionally intelligent</li> <li>Energy and enthusiasm</li> <li>Well organised and good interpersonal skills</li> <li>A desire to achieve and be successful</li> <li>Good and smart professional appearance</li> <li>A good sense of humour</li> </ul>	
Health	<ul style="list-style-type: none"> <li>Good health</li> <li>Good attendance record</li> <li>Stamina</li> </ul>	
Record	<ul style="list-style-type: none"> <li>Clear Criminal Record</li> </ul>	
Letter of Application	<ul style="list-style-type: none"> <li>Ability to address succinctly the essential characteristics of this position</li> <li>Co-Curricular interest and/or experience</li> </ul>	
References	<ul style="list-style-type: none"> <li>Two good professional references</li> </ul>	

**The point on the salary range will depend on experience, expertise and professional qualifications**

## **2 i/c in PE and Sport must lead by example and be first and foremost a very good classroom practitioner.**

You will be ultimately accountable for the performance and progress of our young people in PE and will assist the Head of PE and Sport in ensuring excellent provision throughout the faculty with managing and developing the curriculum in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

### **POST PURPOSE**

To support the Head of PE and Sport in

- ensuring provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils studying in the curriculum area, in accordance with the aims of the college and the curricular policies.
- developing and enhancing the teaching practice of others.
- monitoring and supporting the overall progress and development of pupils as a manager within the curriculum area.
- deputising when and where appropriate.

**Reporting to:** Leader of PE.

**Key Accountability:** to be decided, depending on the strengths and experience of the candidate

**Responsible for:** The provision of a full learning experience and support for pupils.

**Liaising with:** Head of PE and Sport, teachers and support staff, external agencies and parents.

### **OPERATIONAL/ STRATEGIC PLANNING:**

- Support with the development of appropriate syllabuses, resources, schemes of work/learning, marking policies, assessment and teaching strategies in the PE curriculum area.
- Day-to-day management, control and operation within the PE curriculum area.
- Monitor and secure pupil progress.
- Work with colleagues to formulate aims and objectives for the curriculum which have coherence and relevance to the needs of pupils and to the aims and objectives of the department and college.
- Contribute towards faculty planning and evaluation.

### **CURRICULUM PROVISION:**

- Liaise with the Leader of PE to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the college's strategic objectives.
- Ensure good and appropriate resources are in place for each key stage.
- Work with colleagues to ensure schemes of work drawn up which are relevant and motivate pupils.

### **CURRICULUM DEVELOPMENT:**

- Support curriculum development within the department.
- Keep up to date with national developments in the subject area, teaching practice and methodology.
- Monitor actively and respond to curriculum development and initiatives at national, regional and local levels.

### **STAFFING**

- Work with the Head of PE and Sport and the Assistant Principal: Teaching and Learning, to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- Continue professional development as agreed with the Head of PE and Sport.

- Engage actively in the Appraisal process and act as reviewer, if required, for identified staff.
- Promote teamwork and motivate staff to ensure effective working relations.
- Ensure the effective and efficient deployment of classroom support where appropriate.
- Support staff members that are new to the college, including ECTs.
- Mentor staff as appropriate.

#### **QUALITY ASSURANCE:**

- Ensure the effective operation of quality control systems.
- Assist in the process of the setting of targets within the faculty and work towards achieving these.
- Help to establish common standards of practice within the department and develop the effectiveness of teaching and learning styles.
- Contribute to the college procedures for lesson observation and learning walks.
- Implement quality procedures and ensure adherence to those within the faculty.
- Participate in the monitoring and evaluation of pupil progress, assessments and home learning and respond to issues promptly.
- Seek/implement modification and improvement where required within PE.

#### **MANAGEMENT INFORMATION:**

- Ensure the maintenance of accurate and up-to-date information concerning PE on the management information system.
- Assist in the use of analysis and evaluation of performance data.
- Support the Head of PE and Sport to produce reports within the quality assurance cycle.
- Assist in the production of reports on end of year examination performance, including the use of value-added data.
- Develop a good understanding of the performance of Pupil Premium and Vulnerable children and ensure this is clearly understood by the teachers of these children so that strategies are implemented to bridge gaps in performance.
- In consultation with the Assistant Principal: Raising Standards, put in place catch-up sessions for pupils not making the required levels of progress.

#### **COMMUNICATIONS and LIAISON:**

- Ensure effective communication, as appropriate, with the parents of pupils.
- Liaise with partner schools as required to ensure pupils are working at the right pace.
- Contribute to the planning and delivery of college liaison activities, including the annual Open Evenings.
- Promote actively the development of effective subject links with external agencies for the benefit of the pupils.
- Develop enrichment opportunities for pupils, so that they are able to take their enjoyment of PE beyond their timetable lessons.

#### **MANAGEMENT OF RESOURCES:**

- Assist the Head of PE and Sport to identify resource needs and to contribute to the efficient /effective use of physical resources.
- Co-operate with other faculties to ensure a sharing and effective usage of resources to the benefit of the college and the pupils.

**The area of responsibility for this post holder will change as necessary in order to meet the needs of an ever-developing college.**





## PREAMBLE

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.

## PART ONE: TEACHING

A teacher must:

### 1 Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

### 2 Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

### 3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

### 4 Plan and teach well structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

### 5 Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

### 6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

### 7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

### 8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

## PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
  - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
  - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
  - showing tolerance of and respect for the rights of others
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
  - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## How to Apply

Please submit your application online via e-teach and submit this with a letter outlining your experience and suitability for this role by noon on Tuesday 22<sup>nd</sup> April 2025

Paper copies of the application form are available on request.

If you have any queries regarding the post or to arrange a school tour or telephone discussion, please email Claire Walker, PA to the Principal, at [walkerc@stbcc.org](mailto:walkerc@stbcc.org)

No other application forms or curriculum vitae' will be accepted.

We are an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory references, online screening, qualification verification and evidence of your right to work in the UK.

Our safer recruiting and safeguarding policies are available on our website: [www.stbedesc.org](http://www.stbedesc.org)





## Why Bristol?

It is no surprise that Bristol is consistently rated as one of the best places to live and work in the UK.

Join us and you'll get more than a challenging job: you'll enjoy all the benefits of living and working in one of Europe's most vibrant and best located cities, known for its cultural diversity.

Bristol has an excellent international reputation as a centre of culture, partly thanks to the regeneration of the city centre and historic harbourside, as well as our festival scene. With great architecture and stunning views, a host of cultural attractions and a great range of places to eat and drink, the city also offers one of the country's widest selections of music, multimedia and performance venues, nightclubs, art galleries, museums and historic buildings. In and around the hustle and bustle of the city, Bristol boasts over 400 gardens and parks, ideal for walking, cycling and relaxation.

As well as all this, Bristol is within easy reach of some of Britain's most stunning landscapes, such as the Cotswolds, Cheddar Gorge, Somerset, Devon and South Wales countryside and coast. It's also close to some of the UK's heritage sites such as Stonehenge, Avebury and Glastonbury.

It's easy to get to the rest of the UK and Europe from Bristol. Of all the major UK cities, it's the nearest to London and has unrivalled rail and motorway links, not to mention one of the country's fastest growing international airports. Bristol has also been named as the UK's first cycling city and one of Europe's most bike-friendly destinations.

