

# St Bede's Catholic College



**Recruitment pack for the post of:**

**Art teacher**

Full time, permanent, to start 1 September 2026

Pay scale: M1-UPS3 £32,916 - £51,048

Closing date: noon on Monday 20<sup>th</sup> April 2026



0117 377 2200



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



Long Cross, Lawrence Weston, Bristol, BS11 0SU

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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

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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.***

## JOB OVERVIEW

We are seeking an inspiring and forward-thinking **Art Teacher** to join our vibrant Art department. This is an exciting opportunity for a passionate practitioner who believes in the transformative power of Art and is committed to fostering creativity, collaboration, and excellence in the classroom.

The successful candidate will contribute to the high-quality teaching and learning already established at the College. You will work closely with colleagues to nurture student talent, promote creative expression, and help ensure that Art plays an important role in the cultural and spiritual life of St. Bede's.

## WHY CHOOSE US

At St Bede's, we are proud of our commitment to the arts and the impact it has on student development. As an Art Teacher, you will have the opportunity to:

- Inspire and support students in developing their artistic skills and creativity.
- Work alongside a passionate team of specialist teachers.
- Teach in an environment that values innovation, collaboration, and student voice.
- Contribute to the wider life of the school and local community.

## 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:

- an inspirational, dynamic and self-motivated leader
- a self-motivated, talented and reflective teacher who can teach Art to A level
- 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

If you are a talented teacher with the passion and ability to be a great leader and would like to play a significant role in the future of this great place of learning, we would be pleased to hear from you.

Please complete the application form and submit this with a letter outlining your experience and suitability for this role.

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

## WELCOME TO THE CREATIVE ARTS FACULTY AT ST BEDE'S

Join a vibrant, passionate community where creativity is at the heart of our curriculum. Our Creative Arts faculty—spanning **Art & Design, Textiles, Drama, and Music**—is dedicated to providing a rich, diverse, and challenging education that empowers students to explore the world with confidence and critical awareness.

The Art Department at St Bede's is dedicated to providing a rich, diverse, and challenging education that empowers students to explore the world with confidence, technical skill, and critical awareness. As Head of Art, you will lead a department that is a cornerstone of the college's cultural life.

### Our Vision and Intent

We aim to inspire students to see the world through the eyes of the **artist, designer, actor, and musician**. Our curriculum is built on four pillars:

- **Resilience & Problem Solving:** We equip students with the confidence to tackle complex creative briefs, experiment with diverse media, and embrace the iterative process of making.
- **Cultural Capital:** Students are exposed to high-quality, global art—from the organic architecture of Gaudi and the classical foundations of the Renaissance to contemporary movements and cutting-edge digital installation.
- **Purposeful Sequencing:** We provide a sophisticated pathway from Year 7 to A-Level. Every lesson is designed to build technical fluency, ensuring students are prepared for university-level creative study.
- **Inclusive Excellence:** A philosophy that all learners can achieve, regardless of prior experience, within a "creative atmosphere" of high engagement

### Art Department Highlights

**Breadth of Media and Innovation:** Our curriculum spans Fine Art, 3D sculpture, digital photography, and textiles (including weaving and "Trashion" recycled fashion). We pride ourselves on offering students a tactile and varied experience that goes beyond the traditional sketchbook.

**The Visual Vocabulary:** We provide a rigorous foundation by focusing on the "Visual Elements" (Line, Tone, Colour, Pattern, Form). This clarity of language allows our students to articulate their ideas with sophistication, leading to exceptional success at GCSE and A-Level.

**Innovative Feedback:** The department utilizes a highly effective "visual feedback" model. Teachers draw and record live demonstrations and next steps directly alongside student work, creating a continuous, artistic dialogue that accelerates progress.

**Exceptional Outcomes:** Art is a popular and high-achieving subject at St Bede's. Our results consistently sit significantly above national averages, with a high proportion of students progressing to prestigious Art Foundation courses and creative degree programs.

### Why Lead Art at St Bede's?

- **Specialist Team:** Lead a team of dedicated specialists who model their own artistic practice and passion to engage and inspire learners.
- **State-of-the-Art Facilities:** You will have oversight of our purpose-built art suites and workshops, equipped for both traditional craftsmanship and digital media.
- **A Culture of Exhibition:** We celebrate student success through regular public exhibitions and gallery evenings, ensuring the work of the department is visible to the wider community.
- **Professional Autonomy:** As Subject Lead, you will have the strategic freedom to shape the curriculum, introduce new specialisms, and drive the department's vision forward.

*"We develop learners into young artists who are highly visually literate, with the confidence and creative problem-solving skills to succeed in any future career."*

## Faculty Highlights

### Art, Design & Textiles

- **Breadth of Media:** From felt-making, weaving, and 3D sculpture to digital photography and "Trashion" recycled fashion.
- **Visual Vocabulary:** We focus on the "Visual Elements" (Line, Tone, Colour, Pattern) to provide a solid foundation for GCSE and A-Level success.
- **Feedback:** We use innovative visual feedback in sketchbooks where teachers draw and record next steps alongside student work.



### Music

- **Practical Mastery:** A highly practical curriculum focusing on the eight elements of music through performance, composition using Digital Audio Workstations (DAW), and listening.
- **Academic Rigour:** KS5 students delve into the Western Classical Tradition, Music for Theatre (Sondheim, Rodgers), and Music for Media.
- **Exceptional Outcomes:** Our results are significantly above national averages, with **100% of GCSE students achieving Levels 9-4** and **100% of A-Level students achieving A-C\*** in 2024.



### Drama

- **Practitioner-Led:** Students explore the styles of **Brecht, Stanislavsky, Artaud, and Berkoff**.
- **Social Awareness:** Our curriculum encourages students to deal with social and emotional topics (e.g., peer pressure in *DNA*) in a sensitive and mature way.
- **Performance:** Opportunities to perform for live audiences and visiting examiners in our dedicated studios.





## 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.

## Person Specification

### Art Teacher from 1<sup>st</sup> September 2026, full time, permanent

Criteria	Essential	Desirable
<b>Catholicity</b>	<ul style="list-style-type: none"> <li>Willingness to support the Catholic character of the college</li> </ul>	<ul style="list-style-type: none"> <li>Practising Catholic</li> </ul>
<b>Qualifications</b>	<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> <li>Higher degree</li> <li>Management qualification</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>Excellent classroom practitioner</li> <li>Ability to teach Art to A level</li> <li>Proven ability to motivate and challenge students to achieve high standards</li> <li>Excellent classroom management skills</li> <li>Evidence of good value added – good examinations record</li> <li>Ability to use ICT effectively in teaching</li> </ul>	<ul style="list-style-type: none"> <li>Ability to offer another subject at GCSE and/or A level</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Ability to develop and maintain good student and staff relations</li> <li>Ability to communicate clearly in a variety of forms</li> <li>Flexibility and a good sense of humour</li> <li>Clear thinker</li> <li>Optimistic disposition</li> <li>High Emotional Intelligence</li> <li>A desire to achieve and be highly successful</li> </ul>	
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Up-to-date knowledge of curriculum and pastoral developments</li> <li>Recent management training or experience</li> </ul>	<ul style="list-style-type: none"> <li>Clear vision of one's own career path</li> <li>Evidence of on-going professional skills development</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>Excellent Health</li> <li>Excellent Attendance Record</li> <li>Stamina</li> </ul>	
<b>Application</b>	<ul style="list-style-type: none"> <li>Ability to address succinctly the essential characteristics of this post</li> </ul>	
<b>References</b>	<ul style="list-style-type: none"> <li>Two good professional references</li> </ul>	<ul style="list-style-type: none"> <li>Personal referee, ideally your Parish Priest</li> </ul>

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

## How to Apply

Please complete the application form, available electronically via Eteach or as a word document on the college website, and submit this with a letter outlining your experience and suitability for this role to Claire Walker, PA to the Principal by emailing [walkerc@stbcc.org](mailto:walkerc@stbcc.org) by noon on Monday 20<sup>th</sup> April 2026.

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)

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

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

