

St Bede's Catholic College



Recruitment pack for the post of:

Drama teacher

Full time, fixed term, 1 September 2026 to 31 August 2027

Part time requests will be considered

Pay scale: M1-UPS3 £32,916 - £51,048

Closing date: 9am on Monday 1st June 2026



0117 377 2200



www.stbedescc.org



Long Cross, Lawrence Weston, Bristol, BS11 0SU

St. Bede's Catholic College

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T: 0117 377 2200 E: contact@stbcc.org W: 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.

JOB OVERVIEW: INSPIRE CREATIVITY. BUILD CONFIDENCE. SHAPE FUTURES.

St Bede's Catholic College is seeking an enthusiastic and talented Teacher of Drama to join our dynamic Creative Arts faculty on a fixed-term basis for one year.

This is an exciting opportunity for a passionate teacher to inspire students through high-quality teaching and a love of performance and the arts. We are looking for someone who can nurture creativity, develop confidence and deliver engaging Drama lessons that encourage all students to thrive.

You will join a welcoming, ambitious and highly supportive staff team committed to ensuring every student flourishes academically, spiritually and personally. At St Bede's, the Creative Arts are highly valued and play a central role in the life of the College.

We warmly welcome applications from candidates of all backgrounds and are committed to building a diverse and inclusive workforce that reflects our vibrant school community.

Why Join St Bede's?

St Bede's Catholic College has an outstanding reputation locally, within the Diocese and nationally. We are recognised by the Diocese as an Outstanding Catholic school and are proud to hold numerous awards celebrating excellence across teaching, inclusion and leadership.

Our achievements include:

- SEND Inclusion Award recognising high-quality provision for students with SEND
- Beacon Status for Holocaust Education
- Geography Quality Mark
- Incorporated Society of Musicians Award for excellence in Music
- SSAT recognition for:
 - Leadership through moral purpose
 - Engaging with evidence and research
 - Outstanding student outcomes
 - Leading Parent Partnership Award
 - Re-accreditation as Investors in People

Above all, St Bede's is a school where staff are valued, supported and encouraged to develop professionally while maintaining a healthy work-life balance.

What We Offer

- A school fully committed to enabling every child to reach their full potential, regardless of background or prior attainment
- A collaborative and supportive culture where staff work together and support one another
- A dedicated and friendly team of professionals who are passionate about continuous improvement
- High-quality CPD, mentoring and coaching opportunities to support career progression
- Strong induction and mentoring programmes, including excellent ECT support
- Policies designed to reduce workload, including streamlined marking and communications policies
- Membership of the DfE Staff Wellbeing Charter
- Free Employee Assistance Programme
- Teacher Pension Scheme
- Cycle to Work Scheme
- Free use of the College gym
- On-site parking

We Are Looking For Someone Who Is:

- A passionate and reflective teacher of Drama
 - Able to deliver engaging and challenging lessons across the age and ability range
 - Enthusiastic, creative and committed to high standards
 - Passionate about securing the very best outcomes for every student
 - Keen to contribute to enrichment opportunities and the wider life of the school
 - A collaborative team player with strong personal and professional values
 - Eager to contribute positively to our Catholic ethos and inclusive community
- Applications from Early Career Teachers and experienced teachers are warmly welcomed.

If you are an enthusiastic and talented teacher with the passion to inspire young people through Drama, we would be delighted to hear from you. Please complete the application form and submit this alongside a letter outlining your experience, achievements and suitability for the 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

Drama Department Highlights

A Rich and Inspiring Curriculum: Our Drama curriculum is ambitious, inclusive and designed to develop confident, creative and reflective performers. Students experience a wide range of practical and theoretical work, including devised theatre, scripted performance, physical theatre, and exploration of key practitioners and theatrical styles. The curriculum is carefully sequenced to build confidence, creativity and performance skills from Key Stage 3 through to GCSE and A Level.

Performance, Collaboration and Creativity: We place performance at the heart of learning. Students are encouraged to take creative risks, collaborate effectively and develop their own artistic voice. Lessons are highly practical, energetic and inclusive, ensuring all learners can access and succeed in Drama regardless of prior experience.

Developing Theatrical Literacy: Students are taught to use a clear and consistent theatrical vocabulary, enabling them to analyse, evaluate and articulate ideas with increasing sophistication. This includes understanding of performance skills, staging, design elements and the social, historical and cultural contexts that inform theatre-making. This strong academic foundation supports excellent outcomes at GCSE and A Level.

Innovative Teaching and Feedback: Our department uses dynamic, responsive teaching approaches, including live modelling, teacher-in-role, and practical demonstration. Feedback is highly interactive and immediate, with teachers guiding students through clear next steps during rehearsal and performance. This ensures rapid progress and deep engagement in learning.

Exceptional Outcomes and Opportunities: Drama is a popular and successful subject at St Bede's. Students consistently achieve strong results at GCSE and A Level, with many progressing to further study in Drama, Performing Arts and related disciplines. Enrichment opportunities, including school productions and performance events, play a vital role in developing talent and confidence beyond the classroom.

"We develop confident, creative and articulate performers who can think critically, collaborate effectively and communicate with impact in any future pathway."

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 1st September 2026, full time, fixed term to 31st August 2027

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

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 and submit this with a letter outlining your experience and suitability for this role by 9am on Monday 1st June 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

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

