



**Blessed  
Christopher Wharton**  
CATHOLIC ACADEMY TRUST



## **Headteacher at St Bede's and St Joseph's Catholic College**

### **Applicant information pack**

Salary range LDR37 - LDR43 (£129,730 - £148,829)



Visits to the College are warmly encouraged. Prospective candidates are invited to visit the College to meet students and staff, experience our distinctive ethos and discuss the opportunities and challenges that make this such an exciting leadership role. contact Lena Matthews - [lena.matthews@bcwcat.co.uk](mailto:lena.matthews@bcwcat.co.uk).



**Closing date for applications:  
Monday 21<sup>st</sup> September 2026 at noon**

*The College is committed to  
a rigorous implementation of our safeguarding policy.  
All successful applicants will be subject to pre-employment  
checks and an enhanced DBS check, prior to a formal offer of  
employment being made. This post is exempt from the  
Rehabilitation of Offenders Act 1974 and the amendments to the  
Exception Order 1975, 2013 and 2020  
Return completed applications to : [personnel@sbsj.co.uk](mailto:personnel@sbsj.co.uk)*



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# 1. Welcome from the CEO

**St Bede's and St Joseph's Catholic College** is a large, ambitious and proudly Catholic 11–18 College serving around 1,890 students across two vibrant sites in the heart of Bradford.

As part of the Blessed Christopher Wharton Catholic Academy Trust, St Bede's and St Joseph's is a community shaped by faith, aspiration and a deep commitment to ensuring every young person flourishes academically, spiritually and personally.

The College is experiencing a period of significant and sustained improvement. Over the past four years, GCSE and A Level outcomes have risen year-on-year, reflecting strengthened curriculum leadership, high-quality teaching and a culture of academic ambition. This momentum has been recognised externally:

The College's recent Ofsted inspection highlighted many strengths and affirmed the College's positive direction of travel, whilst the Catholic Schools Inspectorate judged the College Good overall, with Outstanding Catholic Life and Mission, stating that the values at the heart of SBSJ are lived with authenticity and purpose.

This role provides an exceptional and rare opportunity for a strategic, courageous and faith-filled leader to build on these firm foundations and lead the College towards becoming one of the highest-performing Catholic schools in the region.

With a distinctive two-site model (Ignis and Ardor), a thriving Sixth Form offering over 40 courses, and a community grounded in Christus Lumen Gentium, the next Headteacher will shape the future of a College with enormous potential and a clear moral purpose.

Joining the Blessed Christopher Wharton Catholic Academy Trust means becoming part of a collaborative and ambitious organisation that invests in its people. Our leaders benefit from high quality professional development, strong peer networks and the support of an experienced Central Team, enabling them to focus on what matters most, improving outcomes and life chances for every child.

This is a genuinely exciting time to join our Trust. BCWCAT currently comprises 17 primary schools and two secondary schools, and forms part of a wider period of change across the Diocese of Leeds, where five Catholic Trusts are set to merge into two larger Trusts over the coming years.

As part of this development, BCWCAT will become part of the Carlo Acutis Catholic Education Trust, which will serve approximately 45 schools, offering an exciting opportunity to gain broader experience and exposure across a larger, more diverse family of schools.

Please email Lena Matthew's, the Trust's HR Manager on [lena.matthews@bcwcat.co.uk](mailto:lena.matthews@bcwcat.co.uk) for further details and to arrange a visit to the College.

Kind regards,

Chris Hanson (Interim CEO – BCWCAT)

Darren Beardsley (CEO Designate – St Carlo Acutis Catholic Education Trust)

## 2. About the College



St Bede's and St Joseph's Catholic College (SBSJ) is an oversubscribed, co-educational Catholic secondary school in Bradford, formed in 2014 through the merger of St Bede's Catholic Grammar School and St Joseph's Catholic College and is one of two secondary schools and seventeen primary schools that form the Blessed Christopher Wharton Catholic Academy Trust.

With approximately 1,890 students, including around 400 in the Sixth Form, we are one of the largest Catholic schools in the country.

The College operates across two sites:

- Ignis (Key Stage 3) - the spark.
- Ardor (Key Stage 4) - the flame.

These reflect our motto, Christus Lumen Gentium (Christ, Light of the Nations), and symbolise the journey of growth and formation experienced by our students.

Our work is structured around three core strands:

- Scholastica - academic development.
- Ecclesia - faith and community.
- Olympia - participation and experience.

Together, these ensure that every student benefits from a broad, ambitious and balanced education that supports both academic success and personal formation.

The College is organised into five academic Divisions and a strong House system, ensuring that students are well supported both academically and pastorally. This is further enhanced by our Lighthouse provision, which provides specialist support for attendance, behaviour and inclusion.

The College was judged to be of Expected standard in all areas with a judgement of Strong standard for our Sixth Form provision in its most recent Ofsted inspection under the new framework, reflecting the strong foundations on which we continue to build.

Our Sixth Form, under the patronage of St Benedict, offers over 40 courses alongside a rich enrichment programme. Students benefit from expert guidance on university applications and career pathways, and are supported to progress successfully into higher education, employment and training. Over 80% of our Sixth Form students progress to university, reflecting the strong academic provision and culture of aspiration that characterises the College. Sixth Form provision is a significant and growing strength and plays a central role in our academic ambition and student leadership culture.

Above all, SBSJ is a Catholic College. Our faith underpins all aspects of College life, shaping our relationships, expectations and sense of purpose.





### 3. Our Ethos

The character of SBSJ is shaped by three defining influences: our motto, our prayer and the founding vision of Cardinal Hinsley. Together, these provide the foundation for our distinctive Catholic identity and the principles that guide all aspects of College life.

Inspired by Christus Lumen Gentium, we recognise that each student has unique God-given talents. Through the opportunities provided by the Scholastica, Ecclesia and Olympia strands, we seek to nurture these talents and enable every student to flourish and to “shine out” as a disciple of Christ.

Our College prayer is central to daily life and calls us to:

- uphold the dignity of all;
- recognise Christ in every person;
- serve others and care for creation.

This Gospel message underpins all relationships, policies and practices within the College. We remain committed to the founding vision of Cardinal Hinsley:

“to combine a strong formation in the Catholic faith with an education of the highest academic standard.”

Through our House system and shared commitment to the virtues of reflection, autonomy, courage, service, aspiration and self-control, we seek to shape young people who are not only successful, but deeply grounded in values.

Student leadership is a key feature of College life, with opportunities for students to take responsibility, serve others and contribute meaningfully to the community.

Through all that we do, we aim to form young people who are:

“happy, confident, spiritually awake, lifelong learners.”





## 4. Our Curriculum

### Curriculum Intent

Our curriculum is designed to achieve excellence in three areas:

- Ecclesia - faith, reflection and service.
- Scholastica - academic curiosity and achievement.
- Olympia - participation, teamwork and experience.

By giving equal importance to these elements, we ensure that students are well-rounded, capable and prepared for life beyond the College.

In doing so, we remain faithful to the vision of Cardinal Hinsley:

“to provide a deep formation in the Catholic faith alongside an education of the highest academic standard.”

### Curriculum Implementation

Students follow a broad and ambitious curriculum:

- Key Stage 3 – a full academic curriculum over three years.
- Key Stage 4 – a strong academic core alongside a wide range of options.

The curriculum is delivered through a two-week timetable of 30 × 100-minute lessons, allowing for depth of learning and effective sequencing.

At Key Stage 3, the Christus Lumen Gentium Diploma integrates academic, spiritual and personal development, ensuring all students benefit from a rich and coherent programme of study and experience.

### Academic Structure

The curriculum is delivered through five Divisions:

- Julian of Norwich – English, Languages, Religious Education.
- Teresa of Avila – Humanities and Social Sciences.
- Catherine of Siena – Mathematics, Science and Technology.
- Thérèse of Lisieux – Citizenship and Outdoor Education.
- Hildegard of Bingen – Creative and Performing Arts, and Physical Education.
- This structure supports strong subject leadership and collaboration across the College





## 5.The Role

### School culture and behaviour

The headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

### Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

### Additional and special educational needs (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.





## 5.The Role

### Managing the school

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

### Professional development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

### Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils





## 6. Leadership Structure

The College is organised around three clearly defined leadership pillars:

- Standards & Outcomes - what students achieve.
- Curriculum & Organisation - how the College runs academically.
- Culture & Formation - who students become.

Each area is led by a Deputy Headteacher and supported by Assistant Headteachers with clearly defined portfolios. This structure ensures clarity of responsibility, strong alignment across the College and a sharp focus on both academic excellence and student formation.

This is a Catholic College and, in accordance with the relevant provisions of the Equality Act 2010, there is a genuine occupational requirement for the postholder to be a practising Catholic in full communion with the Catholic Church.

## 7. Why Join SBSJ?

- A large, ambitious and distinctive Catholic College.
- A clear and well-structured leadership team.
- A curriculum that values both excellence and formation.
- A strong sense of community and shared purpose.
- The opportunity to shape the academic experience of nearly 2,000 students.





## 8. Person Specification

### Qualifications and training

#### Essential

- Qualified teacher status
- Degree
- Headship National Professional Qualification
- Senior Leadership National Professional Qualification

### Experience

#### Essential

- Successful leadership and management experience in a school
- Teaching experience
- Involvement in school self-evaluation and development planning
- Demonstrable experience of successful line management and staff development

### Skills and Knowledge

#### Essential

- Data analysis skills, and the ability to use data to set targets and identify weaknesses
- Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve
- Understanding of school finances and financial management
- Effective communication and interpersonal skills
- Ability to communicate a vision and inspire others
- Ability to build effective working relationships





## Personal Qualities

### Essential

- Commitment to uphold the 7 principles of public life (the Nolan Principles) at all times
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position

## Commitment to Catholic Ethos

### Essential

- The postholder must be a practising Catholic in full communion with the Catholic Church
- A clear commitment to supporting and promoting the Catholic ethos and mission of the School
- The ability to contribute meaningfully to the spiritual and faith life of the School





## 9.\*What is a practising Catholic?

To objectively define what a 'practising Catholic' is when assessing applicants for membership of the governing authority of a Catholic school or to key posts within the school, it is necessary to understand that there are general obligations as well as essential components that constitute 'practice' of the faith in the teaching of the Catholic Church.

The Church's general obligations for its members require that they strive to live lives of holiness proclaimed in by being faithful to the teaching of the Gospel, by trying to uphold the values of the Beatitudes, by assisting in the Church's mission to make Christ known to all peoples, by upholding privately and publicly the Church's moral and social teaching, by endeavouring to follow an informed conscience and by making every effort to keep the precepts of the Church. This is the 'practice' of the Catholic faith in its widest and all encompassing sense. At the heart of these general obligations though, there are essential components for "full communion" with the Catholic Church. These are sacramental initiation (Baptism, Confirmation and the Eucharist) and the bonds of profession of faith, the sacraments and ecclesiastical governance. The preservation of this full communion is not limited to purely religious activity but is to be an integral part of the whole pattern of behaviour of a member of the Church. It is what essentially constitutes being a committed and 'practising Catholic'. Therefore, for appointment as a member of the governing authority of a Catholic school or to key posts within the school, a 'practising Catholic' is to be defined as someone who has been sacramentally initiated into the Catholic Church and who adheres to those substantive life choices which do not impair them from receiving the sacraments of the Church and which will not be in any way detrimental or prejudicial to the religious ethos and character of the school. Inspired by the Gospel and sustained by God's grace, a 'practising Catholic' will give sincere external expression to their interior faith through specific religious, moral and ethical behaviour which is in accordance with the teaching of Christ and the Catholic Church.

*For further information on this, please refer to the document 'Catholic Schools and the Definition of a practising Catholic - September 2024'*





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## Unlocking Opportunities: Our Offer to You



### **Employee Assistance Programme**

Telephone counselling and mental health support is available through our EAP app with Sonder.



### **24/7 GP Service**

Instant and 24/7 medical advice from registered nurses and access to virtual GP appointments and prescriptions



### **Excellent Professional Development Opportunities:**

Grow your skills and advance your career with our commitment to providing outstanding professional development opportunities.



### **Supporters of the Blue Light card :**



**BLUE LIGHT CARD™**

Enjoy a range of big savings on a whole variety of brands and services through membership of the Blue Light card scheme.



### **Excellent Pension Scheme:**

Secure your future with our excellent pension scheme, ensuring financial stability in the long term.



### **Regular Learning Days:**

Networking with peers off site with a range of inspirational, external speakers on a termly basis.



### **Positive Work Environment:**

Experience a positive work culture that values your contributions and fosters a sense of belonging and fulfilment.



### **Opportunity to Make a Difference:**

Be part of something meaningful by contributing to projects and initiatives that have a positive impact on our community and beyond.



### **Staff Awards**

Annual Staff Awards where outstanding performance is acknowledged and awarded.