



**Blessed
Christopher Wharton**
CATHOLIC ACADEMY TRUST



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

Pay Scale: LDR37 - LDR43 (£129,730 - £148,829)
Full Time and Permanent to start January 2027

Lead with Faith. Inspire Excellence. Shape the Future.

Ignite illuminate shine

The Board of Directors invite applications from exceptional and inspirational leaders to become our next Headteacher.

Serving around 1,890 students aged 11–18, our College is one of the largest and most distinctive Catholic secondary schools in the Diocese of Leeds. As part of the Blessed Christopher Wharton Catholic Academy Trust, we are proud of our strong Catholic identity, ambitious curriculum and unwavering commitment to ensuring every young person flourishes academically, spiritually and personally.

Following our recent Ofsted inspection and Catholic Schools Inspectorate inspection, we are entering an exciting new phase in our journey. Inspectors recognised many of the College's strengths, while also identifying clear opportunities to build further on our achievements. Our Catholic Schools Inspectorate judged the College to be Good overall, with Outstanding Catholic Life and Mission, reflecting the values that are at the heart of everything we do.

This is an exceptional opportunity for a strategic, courageous and compassionate leader to build on firm foundations and lead the College towards becoming one of the highest-performing Catholic schools in the region.

Closing date for applications:
Monday 21 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.***



A Letter 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 Matthews, the Trust's HR Manager on 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)



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St Bede's and St Joseph's

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.

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. The 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.



We are looking for a Headteacher who will:

- Place Christ at the centre of every aspect of College life.
- Provide inspirational strategic leadership that secures the highest standards of education for every student.
- Build on the strengths recognised by inspectors while leading the next phase of sustained school improvement.
- Raise aspirations and outcomes through exceptional teaching, learning and curriculum leadership.
- Foster a culture of ambition, inclusion, belonging and excellence.
- Inspire, develop and empower a talented staff team.
- Work collaboratively with our local Trustee's, the Trust, the Diocese, parents and the wider community.



We are seeking a leader who:

- Is a practising Catholic with a deep commitment to the mission of Catholic education.
- Has a proven track record of successful senior leadership and delivering sustained school improvement.
- Demonstrates strategic vision alongside the ability to lead operational excellence.
- Has the resilience, integrity and emotional intelligence to inspire confidence across the school community.
- Is passionate about ensuring every young person achieves their God-given potential.

In return we offer:

- A vibrant Catholic community where faith underpins daily life.
- Respectful, ambitious and engaging students who are proud of their College.
- Dedicated, talented and committed staff.
- Strong governance and excellent support from the Blessed Christopher Wharton Catholic Academy Trust and Diocese of Leeds.
- Significant opportunities to shape the future direction of a large, ambitious Catholic College.
- A culture that values professional development, innovation and collaborative leadership.

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.

If you are a visionary Catholic leader who believes every young person deserves an exceptional education rooted in faith, hope and love, we would be delighted to hear from you.



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Headteacher

Key Responsibilities

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



Headteacher

- 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.



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



Headteacher



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 pupil

Applications are via the completed CES Leadership application form only and returned to lena.matthews@bcwcat.co.uk



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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





Person Specification

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





***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.