



# Applicant Information Pack



Title:	Teacher of Religious Education (Maternity Cover)
Scale Point:	MPS/UPS
Required:	1 <sup>st</sup> September 2026
Closing date:	Friday 15 <sup>th</sup> May 2026 at 9:00 am





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Dear Candidate

Welcome to the exciting opportunities offered by working as Teacher of Religious Education at **St Bede's and St Joseph's Catholic College**. The College is a unique learning community, rooted in our Catholic values and enriched by a distinct ethos. It is filled with highly ambitious, talented and creative staff who are raising standards and significantly improving the life chances of the young people of Bradford. They are led by an inspirational and forward-thinking leadership team, united by a shared vision: *excellence in teaching and learning for all*.

Over the last few years, we have seen a positive transformation across almost every aspect of our work. This journey was recognised in our most recent Ofsted inspection, which confirmed:

*"The relationships between staff and pupils are strong. Pupils are happy and enjoy coming to school."*

With a track record of strong performance in public examinations, a consistently positive Progress 8 score over the past eight years, and a judgement of "Good" in all areas, we are proud of the progress we have made. Yet we remain relentless in our ambition for even greater things. As Ofsted commented:

*"Leaders and staff expect the best of all pupils and want them to achieve well. Pupils agree."*

If you can contribute to this culture of high aspiration, mutual respect and shared success – if you are committed to transforming the lives of confident, capable and self-assured students – then you will thrive here. The role of **Teacher of Religious Education** is an exciting opportunity to play a key leadership role in ensuring **St Bede's and St Joseph's Catholic College** continues its journey towards excellence. The successful candidate will take strategic responsibility, lead with vision, inspire teams, and manage the performance of staff – harnessing their strengths to drive continuous College improvement.

You will develop and implement systems and procedures that contribute meaningfully to outstanding progress for all students. This is not simply a management role – it is a leadership post with real impact. The right person for this role will be hardworking, values-driven and uncompromising in their pursuit of excellence. Our students and families deserve nothing less.

You will already be delivering strong provision in your current context, with recent evidence of contributing to exceptional outcomes. More than that, you will be passionate about education and deeply committed to developing and sharing that passion with others. You will be reflective, inquisitive and courageous in seeking the right strategies to inspire and support colleagues. As an excellent communicator, you will bring clarity, professionalism and warmth to both written and spoken interactions. In return, you will be supported, nurtured and developed as part of our extended leadership team – ensuring you are well-positioned for the next step in your leadership journey.

I look forward to meeting you at interview.

Paul Mulligan

Acting Headteacher





## Our Mission

St Bede's and St Joseph's Catholic College is an aspirational learning community, which provides a high quality, 21st century, Catholic education for all students in the best possible learning environment. We focus on building strong relationships, promoting a passion for learning, creating innovative ways of working and nurturing the talents and ambitions of all our students and staff.

The College operates across the impressive former sites of its two foundation schools, St Joseph's Catholic College and St Bede's Grammar School – now known respectively as “Ignis” for Years 7–9 and “Ardor” for Years 10-13 – approximately one mile apart. The history and tradition of the two foundation schools stretches back over 100 years, with the originally stated mission to provide,

*“a thorough training in the knowledge and principles of the Catholic faith combined with a secular education equal in every respect to the best public schools in England.”*

This is an exciting time to join the College as we continue to develop this mission and build on our tradition, with a determined focus on strong teaching, and wide-ranging co-curricular and extra-curricular activities. Our mission inspires the three elements of our *College Diploma* – Scholastica - academic achievement, Ecclesia - contribution to the Catholic life of the College, and Olympia - participation in activities outside the classroom.

These elements of the *College Diploma* form the foundation of our House system, with students divided into five Houses, each with three leaders who are responsible for the achievement, personal growth and well-being of students within their House. Each House is supported by a House Manager who upholds standards and expectations within the House, as well as playing a major role in clerical and administrative organisation to support students.

The College motto, *Christus Lumen Gentium*, Christ, Light of Nations, inspires the organisation of our subject areas into five Learning Divisions, again, each with three leaders:

Ignite - the Division Leader, responsible for overall performance, Illuminate - responsible for quality of teaching and professional learning, and Shine - responsible for tracking student progress and organising intervention and support. Each Learning Division is complemented by a Division Manager who provides efficient and effective clerical and administrative support for teachers.

After GCSE, the majority of students continue with us into St Benedict's Sixth Form, our very successful Post16 provision, where over 360 students enjoy fantastic study and social facilities and achieve excellent results. Ofsted's most recent judgement concludes,

*“As a result of strong leadership and consistently good teaching, achievement in the sixth form is good. Leaders know the priorities for improvement and take effective action to further improve students' opportunities.”*

Our Houses and Learning Divisions and our high-performing sixth form reflect our passion to achieve success for all and we want to appoint staff who share this passion and are committed to supporting the development of our mission. For every post, we seek staff who can inspire, have high expectations and raise the aspirations of young people. If this is you, we look forward to reading your application and welcoming you as a member of our community.





# St Benedict's Sixth Form

St Benedict's Sixth Form provides Catholic, coeducational, Post-16 education for the students of St Bede's and St Joseph's Catholic College. The spiritual development of every student is at the heart of life at St Benedict's.

We recognise that we are all uniquely created in the image and likeness of God and are called to imitate Christ in our daily lives. We value academic rigour, hard work and pastoral support as the means for each student to achieve their God-given potential.

We are committed to working in partnership with parents and carers to encourage every student to pursue their highest ambitions in the pursuit of excellence.

As one of the largest school sixth forms in the country, with over 360 students on roll, we are able to offer a broad range of vocational and academic courses for our students.

We seek to provide excellent teaching in all subject areas and an outstanding learning environment, with study and social facilities second to none.

We also have high expectations of our students' attendance, punctuality, and uniform as we strive to prepare them for their professional futures.





# Subject Profile

## Religious Education at St Bede's and St Joseph's

Religious Education (RE) is a cornerstone of our Catholic identity and mission. It plays a vital role in shaping the academic, spiritual, and moral formation of every student.

In RE, we aim to:

- Foster a deep understanding of Catholic teaching, traditions, and values.
- Encourage critical and reflective engagement with questions of faith, morality, and meaning.
- Promote respect, dialogue, and tolerance in a diverse and changing world.
- Inspire young people to live out the Gospel values in their daily lives.

RE is located within the **St Julian of Norwich Learning Division (Community and Identity)**, alongside English, Media Studies, and Modern Foreign Languages (MFL) — a vibrant hub focused on communication, culture, and critical thought.

Our curriculum journey:

- **KS3 (Years 7–9)**: Students build a secure foundation in Catholic theology, scriptural studies, and ethical exploration. Lessons are dynamic, dialogic, and encourage personal reflection.
- **KS4 (Years 10–11)**: Students follow the **Eduqas Route B GCSE**, exploring Catholic Christianity and Judaism.
- **KS5 (Years 12–13)**: Students have the opportunity to study **A Level Religious Studies**, covering Philosophy of Religion, Ethics, and Developments in Christian Thought. In addition, all Sixth Form students participate in **REflect**, our bespoke Core RE programme designed to deepen their spiritual, moral, and social understanding as young Catholic adults.

Our RE team is collaborative, passionate, and committed to continual improvement. We share resources, plan together, and deliver engaging, rigorous lessons that help every student thrive.





# The Role

**Role Title:** Teacher of Religious Education (Maternity Cover)

**Accountable to:** Curriculum Lead for RE (Luminary)

As a Teacher of RE, you will:

- Plan and deliver outstanding lessons across KS3, KS4, and (where appropriate) KS5.
- Inspire students through innovative and faith-rooted teaching, always placing Gospel values at the heart of learning.
- Assess, monitor, and report on student progress, using data effectively to support success for all.
- Actively contribute to the Catholic life of the College, participating in liturgical celebrations, retreats, and acts of worship.
- Support the delivery of **REflect** sessions in Sixth Form, ensuring students are challenged to think critically about faith, society, and their personal development.
- Engage fully with the College's House System, contributing to pastoral development and extra-curricular opportunities.

You will model the highest standards of professionalism, safeguarding, pastoral care, and commitment to our Catholic ethos.

*All teachers are required to support the College aims and to play a full part in the pastoral, cultural and sporting aspects of College life. The majority of full time staff are Form Tutors and are connected to one of the five Houses in the College. The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.*





## The Candidate

### PERSONAL CHARACTERISTICS

Our ideal candidate will combine excellent interpersonal skills with a rigorous work ethic, stamina and a good sense of humour. They will have high ambition for their students, demanding rigour and high standards of them. They will be reflective of their own practice, recognising that in schools we are all part of a learning community. Strong organisation skills, a willingness to embrace and lead change and a flexible and open mind should come as standard, alongside an ability to think and plan strategically in the best interests of students and the success of the subject area.

### ACADEMIC

We will appoint a well-qualified graduate, with an excellent track-record as a classroom teacher and the ability to teach with confidence up to and including Advanced Level. They will have high levels of literacy and English fluency with the ability to explain difficult concepts simply. They will be computer literate and recognise the opportunities of new technologies. Post-graduate qualifications are not essential, though might be an advantage.

### PASTORAL

We are looking for a teacher who shows a strong interest in students and is passionate about guiding them to academic success; a professional practitioner who understands the power of teamwork to enhance the working experience of all colleagues and recognises the importance of extra-curricular clubs and activity, as well as the need to personalise learning both for students who struggle and those who need significant stretch and challenge.

### VALUES

The successful candidate will be sympathetic to and supportive of our Catholic ethos and the College mission statement and value the intellectual curiosity and debate that comes from a liberal education, recognising the importance of developing in all students the ability to think critically and independently. They will promote the view that all learners should be inquirers, knowledgeable, thinkers, communicators, principled, open-minded, caring, risk-takers, balanced and reflective. They will thrive on the diversity of experience arising from teaching in a multi-ethnic and multi-lingual community, where students have a wide range of skills and abilities.

### INTERESTS

We look forward to working with colleagues who have wide and varied interests and are able and willing to be involved in the extra-curricular life of our busy and vibrant College. They will be able to contribute to many areas of College life and appreciate, value and promote the diverse skills and talents of all our students. They will recognise, understand and be keen to act upon the idea that students have a greater chance to achieve their full potential academically when they are happy, successful and active participants in the life of the College.





## Important Notes

The following information is furnished to assist staff joining the College to understand and appreciate the work content of their post and the role they are to play in the organisation. The following points should be noted:

- This College is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment and access to the College's Services
- The role holder will need to be available to work during College hours during term time and a willingness to be flexible as may be required to attend staff meetings/training sessions outside of usual hours
- The role holder will have contact with members of the public/other professionals e.g., teaching staff, governors, parents/carers, community groups, local education authority, external providers etc.
- The role holder may occasionally be subjected to antisocial behaviour from members of the public/parents/site users
- In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard. For this role, the post holder is required to meet the Advanced Threshold Level
- The role holder must make themselves aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the College's nominated Child Protection Co-ordinator or the Headteacher
- They must act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files  
They must accept and commit to the principles underlying the College's Equal Rights policies and practices





# Overview

## Teacher of Religious Education (Maternity Cover)

- Start Date: September 2026
- Contract Type: Full time
- Salary: MPS/UPS
- Contract Term: Temporary (Mat cover)

### We offer:

- excellent results
- hardworking students with very supportive parents
- strong professional development
- central location in the West Yorkshire conurbation
- PPA from home

Dynamic, high achieving graduate with excellent communication skills to join successful and innovative team, with teaching responsibility across the full range of age and ability. Tailored personal development supported with whole College Professional learning.

An outstanding opportunity to contribute to our strong co-curricular program through our College community of Houses and develop your teaching skills in preparation for future roles.

With a strong track record of results, excellent partnerships with feeder primaries and progression to university which Ofsted declare to be "impressive", our College is first choice for students in Bradford.





# Overview

## EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment within the City of Bradford Metropolitan District Council. All employees are expected to understand and promote equality and diversity in the course of their work.

## SAFEGUARDING CHILDREN

St Bede's and St Joseph's Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and uphold all relevant procedures. All successful applicants will be subject to pre-employment checks including enhanced DBS and social media checks, 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.

**I have read the Job Description and agree to all the terms and conditions set out. I also agree to comply with all College Policies, Child Protection and Health and Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Team.**

**Name:**

**Signature:**

**Date:**

*Closing date: Friday 15<sup>th</sup> May 2026 at 09:00 am*

To apply please visit: <http://sbsj.co.uk/job-opportunities> For further details please email: [personnel@sbsj.co.uk](mailto:personnel@sbsj.co.uk)





St Bede's and  
St Joseph's  
Catholic College



Blessed  
Christopher Wharton  
CATHOLIC ACADEMY TRUST