

# St Bede's Catholic College



## Recruitment pack for the post of: Science Teacher

Permanent, full time (part time requests will be considered)

to start 1 September 2025

Pay scale M1-UPS3 £31,650 - £49,084 FTE

Closing date: Noon on Monday 24<sup>th</sup> February 2025



0117 377 2200



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



Long Cross, Lawrence Weston, Bristol, BS11 0SU

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**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.***

## **ADVERT**

### **JOB OVERVIEW**

St. Bede's Catholic College is seeking a dedicated and enthusiastic Teacher to join our dynamic Science faculty.

You will be a full time Science teacher (part time requests will be considered) who can deliver high quality lessons while successfully nurturing and inspiring our students. As part of our energetic and welcoming team, you will enthuse and motivate students to strive for success while maintaining a healthy learning environment for all children within the college.

St Bede's has a diverse community of students and we would be pleased to receive interest from applicants of all backgrounds.

### **WHY CHOOSE US**

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

### **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:**

- a self-motivated, talented and reflective teacher who can teach Science to GCSE
- 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

who has the desire and potential to be outstanding, and would like to join this exciting place of learning, we would be delighted to hear from you. If you are a great teacher and want to play your part in ensuring St Bede's remains a great place of learning, we would be pleased to hear from you. St Bede's prides itself on developing great teachers.

Please complete the application form and submit this with a letter outlining your experience and suitability for this role. The closing date for applications will be **noon on Monday 24<sup>th</sup> February 2025**

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

## Person Specification

### Science Teacher from 1<sup>st</sup> September 2025, permanent

Criteria	Essential	Highly Desirable
Catholicity	<ul style="list-style-type: none"> <li>Willingness to support the Catholic character of St Bede's</li> </ul>	<ul style="list-style-type: none"> <li>Catholic</li> </ul>
Qualifications	<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> </ul>
Teaching	<ul style="list-style-type: none"> <li>Excellent and reflective classroom practitioner</li> <li>Ability to teach Biology, Physics or Chemistry up to A Level</li> <li>Ability to motivate and challenge pupils to achieve high standards</li> <li>Good classroom management skills</li> <li>Good computer skills</li> <li>Willingness to be involved in co-curricular enrichment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Ability to teach a second subject at GCSE or A level.</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>Evidence of ongoing professional development</li> <li>Broad knowledge of educational developments</li> </ul>	
Personal Qualities	<ul style="list-style-type: none"> <li>Ability to develop and maintain good relationships with children and colleagues</li> <li>Ability to communicate clearly</li> <li>Flexibility and a good sense of humour</li> <li>Optimistic disposition</li> <li>A positive attitude to pupils of all abilities and dispositions</li> <li>Trustworthy, conscientious and loyal</li> <li>Emotionally intelligent</li> <li>Energy and enthusiasm</li> <li>Well organised and good interpersonal skills</li> <li>A desire to achieve and be successful</li> <li>Good and smart professional appearance</li> </ul>	
Health	<ul style="list-style-type: none"> <li>Good health</li> <li>Good attendance record</li> <li>Stamina</li> </ul>	
Record	<ul style="list-style-type: none"> <li>Clear Criminal Record</li> </ul>	
Letter of Application	<ul style="list-style-type: none"> <li>Ability to address succinctly the essential characteristics of this position</li> <li>Co-Curricular interest and/or experience</li> </ul>	
References	<ul style="list-style-type: none"> <li>Two good professional references</li> </ul>	

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

## Head of Science Faculty, Mrs H Powers

Teaching in Science is at least good and often outstanding. The subjects within the faculty include Biology, Chemistry, Physics and Psychology.



### Key Stage 3

All pupils follow a scheme of work based upon the AQA and Activate schemes of work. The scheme is differentiated to provide appropriate learning opportunities for pupils of all ability levels. In Years 7 and 8, classes are banded according to ability and in Year 9 classes are taught in sets based around their prior performance. A variety of assessment materials are used to track pupil progress. FFTD target data is used to predict performance. We make use of assessment materials to set interim targets and identify next steps.

### Key Stage 4 Science

Pupils are following the AQA specification of GCSE. Some students study for two science GCSEs through the Trilogy Combined Science. Those achieving Grade 6 and above at the end of Year 9 are encouraged to study for 3 separate science GCSEs. This latter course attracts the majority of students.

### Results

	%9-4 2022	%9-4 2023	%9-4 2024
Biology	99	93	93
Chemistry	98	91	90
Physics	98	94	92
Combined Science	76	73	48
Psychology	90	80	74

The development area for us is to continue to improve performance in the Combined Science groups and maintain results in the 90%+ for separate sciences.

### Resources

The faculty currently consists of 11 fully equipped Science laboratories, a staff workroom and two prep rooms. All pupils have access to a variety of resources to support their learning and progress. These include high quality practical equipment which is continually expanded and updated, a wide range of online resources/worksheets on Kerboodle, up to date ICT facilities and a range of starter and plenary activities.

### Assessment

The faculty is committed to the use of Assessment for Learning. With this in mind, targets based on prior performance are set for all pupils. Progress towards target levels is tracked using data from assessments. Assessments and feedback are used in a timely manner twice per topic (approx. 6 weeks) to enable pupils to demonstrate their enhanced understanding and skills. A range of peer and self-assessment strategies are also used to ensure all pupils make progress.

### Computing

ICT has a high profile within the faculty. Each of the laboratories is equipped with a digital projector, visualiser and whiteboard. We also have two class sets of Chromebooks, a range of data loggers and interactive resources. In addition, the faculty has access to the school's purpose-built ICT suite. The VLE is used extensively at Key Stage 5 in support of students' learning.

### Science College

As a specialist Science College, all teachers within the faculty are expected to contribute to enrichment opportunities for pupils and to work in collaboration with staff within other faculties. The successful candidate will be expected to take a lead in developing enrichment within Science. A number of enrichment opportunities are available including Science Club, CREST awards, Gifted and Talented trips and activities, visits to Bristol Zoo, Sixth Form trip to CERN and Residential Biology Field Studies.



Areté (Sixth Form) – A-level sciences continue to be popular within the Sixth Form. All students are encouraged to complete an Extended Project Qualification (EPQ) and for those studying a science A-level they can also complete a Gold CREST award. Students can gain support for practical skills through the Wednesday afternoon skills lab sessions to support them achieve their Practical Endorsement.

### A Level Biology

This course follows the OCR A specification. This specification is designed with a content-led approach and covers the key concepts of biology with practical skills integrated throughout the modules. Emphasis throughout the course is on increasing knowledge, developing competence and confidence in practical skills and developing problem solving. Students are provided with a textbook and also have access to an online version. Biology students can also access the skills development workshop to develop their practical skills, engage in enrichment opportunities and ensure completion of the Practical Endorsement.

	2022	2023	2024
% A* - B	50	51	44
% A* - E	100	100	100
Number of pupils	24	37	32

### A Level Chemistry

The course follows OCR B specification. A level chemistry is well resourced with a modern purpose-built laboratory which includes 7 fume cupboards for student use. We also run a skills development workshop on a weekly basis to support students develop their practical skills, engage in enrichment opportunities and ensure completion of the Practical Endorsement. Many students compete in the Chemistry Olympiad.

	2022	2023	2024
% A* - B	52	41	47
% A* - E	100	94	97
Number of pupils	29	34	36

### A Level Physics

The course follows OCR A specification. This specification aims to inspire learners and develop their interest in and enthusiasm for the subject, including developing an interest in further study and careers associated with Physics. Ideas are introduced in a content-led approach. The teaching of practical skills is integrated within the each of the theoretical topics and assessed both through written papers and the Practical Endorsement. Physics students can also access the skills development workshop to develop their practical skills, engage in enrichment opportunities and ensure completion of the Practical Endorsement.

	2022	2023	2024
% A* - B	47	43	31
% A* - E	100	88	91
Number of pupils	15	16	42

### A Level Psychology

This course follows the AQA specification and offers an engaging and effective introduction to Psychology. Students have the opportunity to participate in practical activities alongside developing their understanding of key theory and case studies. Students have access to online textbooks and resources.

	2022	2023	2024
% A* - B	56	63	58
% A* - E	100	100	100
Number of pupils	16	24	24



## 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.



## How to Apply

Please submit your application online via e-teach and submit this with a letter outlining your experience and suitability for this role by noon on Monday 24<sup>th</sup> February 2025.

Paper copies of the application form are available on request.

If you have any queries regarding the post or to arrange a school tour or telephone discussion, please email Claire Walker, PA to the Principal, at [walkerc@stbcc.org](mailto:walkerc@stbcc.org)

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

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)



## Why Bristol?

It is no surprise that Bristol is consistently rated as one of the best places to live and work in the UK.

Join us and you'll get more than a challenging job: you'll enjoy all the benefits of living and working in one of Europe's most vibrant and best located cities, known for its cultural diversity.

Bristol has an excellent international reputation as a centre of culture, partly thanks to the regeneration of the city centre and historic harbourside, as well as our festival scene. With great architecture and stunning views, a host of cultural attractions and a great range of places to eat and drink, the city also offers one of the country's widest selections of music, multimedia and performance venues, nightclubs, art galleries, museums and historic buildings. In and around the hustle and bustle of the city, Bristol boasts over 400 gardens and parks, ideal for walking, cycling and relaxation.

As well as all this, Bristol is within easy reach of some of Britain's most stunning landscapes, such as the Cotswolds, Cheddar Gorge, Somerset, Devon and South Wales countryside and coast. It's also close to some of the UK's heritage sites such as Stonehenge, Avebury and Glastonbury.

It's easy to get to the rest of the UK and Europe from Bristol. Of all the major UK cities, it's the nearest to London and has unrivalled rail and motorway links, not to mention one of the country's fastest growing international airports. Bristol has also been named as the UK's first cycling city and one of Europe's most bike-friendly destinations.

