



# St Wilfrid's

Church of England Academy



**Salary:** MPR/UPR  
**Contract:** Full Time  
**Closing Date:** Tuesday 5th May 2026

TEACHER OF RELIGIOUS EDUCATION

# WELCOME

DOMINE DIRIGE NOS

Dear Applicant,

I am delighted that you have expressed an interest in working at St Wilfrid's Church of England Academy.

We are seeking to appoint a well-qualified, enthusiastic and dedicated teacher of RE to join our team. This role is suitable for ECT's. The successful candidate must be a talented teacher who can convey their passion for their subject to our students and be a team player at heart. They should be focused, resilient and good-humoured, and have the capacity to teach RE at Key Stage 3 and 4. The ability to teach KS5 is desirable.

If you were to be successful in your application, you would be joining an Academy which strives for excellence. We benefit from purpose-built accommodation with excellent facilities. All in all, it is a wonderful place to work, learn and worship. Our vision is 'Lord Direct us to **Live** Life to the Full', rooted in John 10:10. Whilst **Learning**, we are **Inspired** and develop our **Values** through **Experiences** as each member flourishes. We aim to raise aspirations, realise potential and develop well-rounded successful teachers and young people.

As an Academy, we seek to embrace new methodologies whilst maintaining a balance with traditional practice, to bring about examination success. All students at Key Stage 3 and 4 have a 1:1 mobile device; this is an example of our commitment to use modern technology to maximise learning. Recent development of the site has enhanced the resources available to staff and students, which includes an Immersive Classroom space.

We are looking for a high calibre and enthusiastic teacher of RE who wishes to be part of the success story of St Wilfrid's. You would be joining a forward-thinking department with an excellent team of staff, who along with fantastic students, inspire each other and all who come to visit. Whatever your current position, we will provide tailored CPD to challenge, grow, equip and prepare you for the next phase of your career.

The closing date for applications is 9am on Tuesday 5th May 2026.

If you require any further information regarding this role, or would like to visit the Academy in action, please contact Mrs K Nightingale on [knightingale@saintwilfrids.com](mailto:knightingale@saintwilfrids.com) who will arrange this.

Please submit the Teaching Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the role.

I look forward to receiving your application.

Yours faithfully,

**Mrs V Michael**  
Principal



# ABOUT THE ACADEMY

St Wilfrid's Church of England Academy provides a faith-led education for 11 to 18 year olds serving the Borough of Blackburn with Darwen and parts of Pennine Lancashire. We seek to provide an excellent education based upon a strong Christian foundation, as we develop all who work, learn and serve in our community. Our Academy is exceptionally diverse and inclusive. Our students and staff, whilst united by the Christian ethos of the school, have a wide variety of backgrounds and beliefs.

We benefit from extensive purpose-built accommodation with excellent facilities. The Academy was rebuilt on this site in 2003 and benefits from modern, spacious accommodation. The Thrive unit for pupils with SEMH opened in September 2023.

As an Academy, we seek to embrace research driven pedagogy whilst

maintaining a balance with traditional practice to bring about excellent examination success. All students have an electronic device for independent learning and we have an iSpace room for immersive learning. Visitors to St Wilfrid's comment on the calm and purposeful environment, the friendly nature of our students and the welcoming nature of our staff.

We enjoy strong links with local churches, Primary Schools and Blackburn Cathedral where we gather for eucharist each term, and our traditional Nine Lessons and Carols service at Christmas.

Overall, St Wilfrid's Church of England Academy is a wonderful community, and a place committed to the growth and development of its staff and pupils.



Scan to watch a video of staff sharing why they love working at St Wilfrid's.



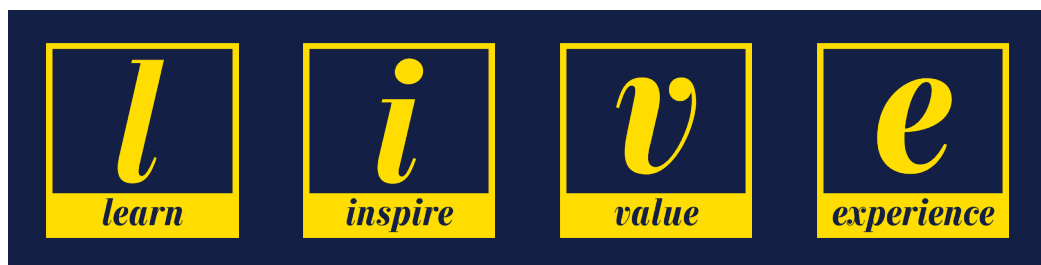
# OUR VISION

*Lord direct us to **live** life to the full*

Our vision statement for the Academy derives from two places:

- 1) Our motto '*Domine Dirige Nos*', which translates to '*Lord Direct Us*'; and
- 2) A verse from the 10th chapter of the gospel of John, which reads:  
*"The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full."*

We believe that this life should be lived out to the full, through direction and guidance from the Lord. Our hope is that the daily experiences within the Academy enables students to develop holistically; growing in character and valuing all others.



Students will **learn** values through academic study and everyday interactions. They will be **inspired** by the spiritual and enriching out-of-lesson experiences, and in turn, inspire hope in others. Students will become stronger, well-rounded and content individuals who **value** themselves and others. They will be given opportunities to develop and **experience** a fully-inclusive environment.



Learn more about our christian ethos, vision and values here



# JOB DESCRIPTION

## **PURPOSE**

To impact positively on student achievement and attainment through planning and developing high quality lessons, using a variety of approaches to continually enhance teaching and learning.

## **RESPONSIBILITIES**

- Be a passionate role model for teaching and learning within the RE Learning Area
- Take a strategic role in the development of the curriculum within the Learning Area
- Establish creative, responsive and effective approaches to learning and teaching through the use of technology
- Use assessment information to inform planning and maximise progress. Actively monitor and follow up student progress ensuring timely intervention is effective
- Ensure assessments, moderation and the administration of examinations are completed accurately and on time
- Effectively mark across the subject, ensuring students are provided with purposeful feedback and set appropriate targets which are acted upon to maximise progress
- Develop and evaluate (along with appropriate colleagues), syllabuses and corresponding schemes of learning ensuring that they are sequenced, relevant and up to date so that the curriculum is ambitious, broad and balanced
- Contribute to Learning Area meetings, where appropriate and CPD to promote effective consultation and the sharing of good practice
- Evaluate the current programmes of study and recruit students onto future courses with integrity
- Evaluate one's own teaching critically and use this to improve effectiveness
- Treat people fairly, equitably, with dignity and respect, to create and maintain a positive culture within the Academy
- Develop and maintain a culture of high expectations for oneself and for others and take appropriate action when performance is unsatisfactory
- Review one's own practice, set personal targets and take responsibility for one's own personal development
- Have a passion for working with young people
- Manage one's own workload and that of others to allow an appropriate work/life balance
- Fully participate in the Academy's Appraisal programme
- Be aware of, and adhere to, policies and procedures relating to safeguarding, child protection, health and safety, confidentiality and data protection, reporting all concerns to the appropriate persons
- Fulfil commitments arising from contractual accountability to the governing body
- Undertake any other duties and responsibilities as required which are covered by the general scope of the post
- Undertake any other reasonable duties at the request of the Principal
- Create and maintain effective partnerships with parents and carers to support and improve students' academic achievement, in addition to their spiritual, moral, social and cultural development
- Attend Parents' Evenings and other Post-16 events as required to ensure a positive partnership is realised between staff, students and parents
- Be professional at all times with regards to appearance and behaviour
- Actively support and promote the Christian ethos of the Academy

- Support the Academy House System
- Provide pastoral support for students to the best standard possible
- Carry out the roles and responsibilities of a form tutor
- Contribute where possible to Academy events and extra-curricular activities
- Actively promote the Academy within the community

*Employees will be expected to undertake any other duties and responsibilities as required that are covered by the general scope of the post and any other reasonable duties at the request of the Principal.*

*Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.*

*The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*

*This job description is current at the date shown, but, in consultation with you, may be changed by the Principal.*

## REWARDS AND BENEFITS

- MPR/UPR
- Teachers Pension
- Access to Employee Assistance programme offering free confidential support on a range of issues such as work, wellbeing, money, health and legal advice.
- Excellent opportunities for continuous professional development and support to develop your career.
- Cycle to work scheme

## SAFEGUARDING

St Wilfrid's C of E Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

# PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	
<ul style="list-style-type: none"> <li>• 5 good GCSEs (or equivalent) including English and Mathematics</li> <li>• A-Levels or equivalent</li> <li>• Degree or equivalent</li> <li>• QTS or QTLS status</li> </ul>	<ul style="list-style-type: none"> <li>• Further qualifications demonstrating leadership development, such as NPQ.</li> </ul>
<b>EXPERIENCE</b>	
<ul style="list-style-type: none"> <li>• Be an excellent teacher demonstrating enthusiasm and a commitment to education</li> <li>• Have the ability to communicate effectively and relate well to all stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Have experience of teaching RE in a faith school.</li> <li>• Have experience of leading strategies with impact to improve the progress of students</li> <li>• Have experience of enriching the learning opportunities of students beyond the classroom</li> <li>• Have recent experience of examining RE at GCSE or A-Level or be interested in pursuing this</li> </ul>
<b>SKILLS AND ABILITIES</b>	
<ul style="list-style-type: none"> <li>• Have the ability to demonstrate a clear understanding of the principles and practice of effective teaching specifically relating to RE</li> <li>• Have confidence and competence in using student achievement data appropriately, to support students and therefore make timely interventions which have a long-term impact</li> <li>• Have an excellent understanding of appropriate assessment processes</li> <li>• Have an ability to motivate young people</li> <li>• Have excellent interpersonal and communication skills</li> <li>• Have demonstrably high professional standards</li> <li>• Have a proven track record of strong and effective behaviour management strategies.</li> </ul>	<ul style="list-style-type: none"> <li>• Have knowledge and experience of recent relevant pedagogical developments</li> </ul>
<b>PERSONAL QUALITIES</b>	
<ul style="list-style-type: none"> <li>• Be able to actively support and promote the Christian Ethos of the Academy</li> <li>• Have a passion for working with young people</li> <li>• Be a team player used to working collaboratively</li> <li>• Have high expectations</li> <li>• Have a willingness to make a commitment to support the success of colleagues</li> <li>• Be a resilient and reflective individual</li> <li>• Be willing to undergo training as necessary</li> <li>• Have creativity, energy, enthusiasm and a sense of humour</li> <li>• Be able to lead by example and demonstrate professional values, securing the ethos of the Academy</li> <li>• Have energy, tenacity and the ability to work under pressure</li> </ul>	<ul style="list-style-type: none"> <li>• Church attendance</li> </ul>

# HOW TO APPLY



**CLOSING DATE: 9AM TUESDAY 5TH MAY 2026**

Please submit the Support Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides, detailing how your experiences to date qualify you for the post. These should be sent to Mrs Nightingale via [knightingale@saintwilfrids.com](mailto:knightingale@saintwilfrids.com).

We look forward to receiving your application.

