



RECRUITMENT PACK

Teacher of Religious
Education

CONTENTS

Welcome from Francesca Lord, Headteacher	3
Welcome from Racheal Wilson, Chair of the Board of Governors.....	4
Teacher of RE and Catholic Life and Mission	5
Teacher of RE and Catholic Life and Mission	7
Job Description	7
Job Purpose	7
Main Duties and Responsibilities	7
Teacher of RE and Catholic Life and Mission	Error! Bookmark not defined.
Person Specification	10
Teacher of RE and Catholic Life and Mission	Error! Bookmark not defined.
How to apply.....	12

WELCOME FROM FRANCESCA LORD, HEADTEACHER

Dear Applicant,

Welcome to the family of All Saints'.

It is both a privilege and a blessing to serve as Headteacher of All Saints' Roman Catholic High School. Our mission is clear and deeply rooted in faith — to deliver a world-class Catholic education for all and to be the beating heart of the Catholic community in the Rossendale Valley.

At All Saints', we believe that every child is made in the image of God and possesses unique, God-given gifts and talents. Our role as educators is to nurture those gifts — spiritually, morally and intellectually — so that every young person can truly “let their light shine.”

This is an exciting moment to join our school as we have just moved into our brand-new, purpose-built building, designed to provide state-of-the-art facilities that inspire teaching, learning and worship. It will be a space where our Catholic mission is not only lived but seen — from our beautiful St Theresa of Avilla Space to our exceptional classrooms and specialist facilities for every subject. You will be part of a new chapter in the life of All Saints', helping to shape our future and the lives of the young people we serve.

We are immensely proud that our recent Catholic Schools Inspection (June 2025) judged All Saints' to be a Good Catholic school, recognising “the exemplary leadership of the headteacher and deputy headteacher” and the way in which “the school’s distinctive Catholic mission has created a strong sense of community and inclusive welcome.” Inspectors praised our “outstanding pastoral care” and the fact that “students are known and loved.” They described a school where “teachers believe in us and won’t let us fail.”

As a teacher of Religious Education at All Saints', you will be at the heart of that mission. RE enjoys full parity with other core subjects and sits at the centre of our curriculum. The recent inspection noted the strong leadership and sense of collaboration within the RE department, the clear vision for improvement, and the high expectations teachers hold for every learner. Students enjoy their lessons, speak confidently about their faith, and understand the relevance of RE to their daily lives. As we continue to embed the new Religious Education Directory, you will play a vital role in shaping provision that inspires, challenges and forms young people in faith, wisdom and compassion.

Our community is built upon the Gospel values of love, truth, justice and peace. These values guide everything we do — in the classroom, in prayer, and in service to others. We are proud of our inclusive and caring ethos, our strong pastoral support, and our commitment to ensuring every student is known, loved, and able to flourish. Staff speak often of the genuine family feel at All Saints' — a school where colleagues support one another, where faith is lived, and where professional development is encouraged and celebrated.

To work at All Saints' is to join a team united by purpose and joy — a team that believes passionately in Catholic education and in the transformative power of excellent teaching. As part of the Romero Catholic Academy Trust, you will benefit from strong collaboration, professional learning opportunities, and the chance to contribute to a vibrant and growing Catholic network.

Thank you for your interest in joining our family, I wish you every success in your application.

Yours faithfully,

Francesca Lord

WELCOME FROM RACHEAL WILSON, CHAIR OF THE BOARD OF GOVERNORS

Dear Applicant,

Thank you for your interest in joining our school community. We are delighted that you are considering applying for the role of Teacher of Religious Education at All Saints Roman Catholic High School.

As Chair of Governors, I am proud to represent a governing body that is deeply committed to ensuring every student receives the highest quality education and the best possible opportunities to thrive. Our community is built upon the Gospel values of love, truth, justice, and peace, and we share a common ambition to help young people achieve their full potential—academically, socially, and personally.

Our recent Catholic Schools Inspection (June 2025) judged All Saints to be a Good Catholic school, which reflects the dedication and hard work of our staff and the strength of our ethos.

We believe that Religious Education plays a vital role in shaping well-rounded individuals who understand and appreciate diversity and engage thoughtfully with the world around them. This is an exciting time to join us as we continue to strengthen our curriculum and foster an inclusive environment where all faiths and worldviews are respected.

If you share our passion for education and want to make a meaningful difference in the lives of young people, we would be delighted to receive your application.

Thank you once again for considering All Saints High School. We look forward to the possibility of welcoming you to our team.

Yours faithfully,

Racheal Wilson

JOB ADVERT

TEACHER OF RE WITH RESPONSIBILITY FOR CATHOLIC LIFE & MISSION AND COLLECTIVE WORSHIP

PERMANENT, FULL TIME

MAIN PAY SCALE – UPPER PAY SCALE PLUS TLR2.3 £3,527

RESPONSIBLE TO: CURRICULUM LEADER OF RE

MAIN LOCATION: ALL SAINTS' RC HIGH SCHOOL

REQUIRED TO COMMENCE 1ST APRIL 2026

The Board of Directors of the Romero Catholic Academy Trust, in partnership with The Governors of All Saints' RC High School, are delighted to announce an exciting opportunity for a Teacher of Religious Education with responsibility for Catholic Life & Mission and Collective Worship to join our successful and thriving department.

All Saints' RC High School is a thriving, faith-filled community where Gospel values are lived out daily through the school's motto: "Let your light shine." As recognised in the 2025 Catholic Schools Inspectorate report, the school provides a "strong sense of community and inclusive welcome" rooted in exceptional pastoral care and a deep commitment to every child, especially the most vulnerable. Staff and students alike speak of belonging to a family where each individual is "known, valued, and loved." The school serves the Catholic community within the Rossendale Valley and has strong partnerships with its seven Catholic feeder primary schools.

Religious Education lies at the heart of school life, with a curriculum that is dynamic, reflective, and centred on helping pupils grow in faith and understanding. Students enjoy their RE lessons, valuing how they connect to real life and deepen their moral and spiritual awareness. Students are taught in mixed-ability groups from Year 7, reflecting the school's inclusive ethos and commitment to ensuring that every child can thrive. The Religious Education department is well underway with the delivery of the new Religious Education Directory, offering a rich and engaging curriculum that nurtures faith and understanding.

Opportunities for prayer, worship, and service are woven throughout the school year, with students taking part in liturgies, charity work, and chaplaincy initiatives that bring Catholic social teaching to life. The school has entered an exciting new chapter with its move into a purpose-built building designed to enrich both learning and worship. For a teacher of Religious Education, All Saints' offers the chance to be part of a dedicated team within a joyful, faith-led community that nurtures pupils to flourish academically, spiritually, and personally.

If you are an inspirational teacher who is motivated by faith, driven by excellence and committed to nurturing the potential of every young person, we would be delighted to hear from you. This is a wonderful opportunity to make a real difference — to be part of a school that is flourishing, ambitious, and ready for the future.

Both ECTs and experienced teachers are encouraged to apply. We offer an excellent ECT Induction Programme as well as excellent professional development opportunities.

If you feel you have the right skills and attributes we are looking for, then we will be delighted to hear from you. Visits to the school are warmly welcomed and can be arranged by contacting the school office on **01706 213693** or office@allsaintshigh.lancs.sch.uk.

Full details and recruitment monitoring forms are available from the Romero Catholic Academy Trust website: www.romerocat.com or the school website www.allsaintshigh.lancs.sch.uk.

We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment. The successful applicant will be subject to an Enhanced DBS check.

Closing Date	12noon Wednesday 14 th January 2026
Shortlisting Date	Friday 16 th January 2026
Interview Date	Friday 23 rd January 2026

TEACHER OF RE WITH RESPONSIBILITY FOR CATHOLIC LIFE & MISSION AND COLLECTIVE WORSHIP

JOB DESCRIPTION

JOB PURPOSE

The Teacher of Religious Education will teach pupils aged 11 and 16 across Key Stage 3 and 4 delivering high-quality, inspiring and rigorous lessons in Religious Studies. The postholder will contribute to the development, organisation and administration of the department. They will work collaboratively with the Curriculum Leader for Religious Education and colleagues across the school to ensure that Religious Education remains at the heart of our mission and curriculum.

With a Teaching and Learning Responsibility for Catholic Life & Mission and Collective Worship, you will be responsible for leading, developing, monitoring, and enhancing the Catholic Life & Mission, and Collective Worship of the school, ensuring that the school faithfully lives as a Catholic community, places Christ at its heart, and provides prayer and liturgical experiences that engage pupils and staff in full, active, and conscious participation.

MAIN DUTIES AND RESPONSIBILITIES

Your duties and responsibilities will include:

TEACHING

- Plan and deliver well-structured, differentiated lessons that follow the agreed RE curriculum to encourage curiosity, tolerance, and respectful exploration of beliefs and values.
- Inspire pupils through excellent subject knowledge and creative teaching that fosters spiritual, moral and intellectual growth.
- Promote thoughtful and inclusive classroom discussions that develop critical thinking, empathy, and understanding of moral and philosophical issues.
- Use assessment data to inform planning, drive progress, and secure excellent outcomes for all pupils.
- Set consistently high expectations for learning, behaviour and achievement that inspire, motivate and challenge pupils through modelling the school's mission to "Let your light shine".
- Manage behaviour effectively to create calm, respectful and purposeful classroom environment in which all pupils can thrive.
- Adapt teaching to respond to the strengths and needs of pupils.
- Participate in arrangements for preparing pupils for external tests.

TEACHING AND LEARNING RESPONSIBILITY

- To lead all elements of the school's Faith Leadership team and chaplaincy provision, including regular monitoring and evaluation of student participation, providing updates and next steps to the Headteacher and Governors.
- To plan, deliver, monitor, and evaluate a wide range of high-quality chaplaincy and spiritual development opportunities for both pupils and staff.

- To plan and oversee regular opportunities for pupils to participate in events demonstrating their understanding of Catholic Social Teaching at local, national, and global levels, and support them in articulating the theology and reasoning underpinning these actions via assemblies, lessons, form time, and other suitable forums.
- To ensure the school environment, resources, and spaces reflect its mission, identity, and Catholic character through visible signs, care, and preparation for prayer, liturgy, and Mass.
- To plan and lead a comprehensive liturgical calendar, ensuring students understand the elements of the Church's liturgical year and participate in the Eucharist, sacrament of reconciliation, and other key celebrations (e.g., Holy Days of Obligation, patron's day, Valley Masses, and other liturgies).
- To develop and implement daily acts of worship, including morning and end-of-day prayers, using well-chosen scripture passages informed by the liturgical season and ensuring creative and engaging Catholic traditions, including music and the arts.
- To work with pupils to plan, lead, and participate in prayer and liturgy, fostering liturgical skills and participation in ministries, and provide reports on participation levels and types of ministries undertaken.
- To provide training, support, and formation for staff and governors to develop their knowledge, confidence, and ability to lead liturgy, prayer, and Catholic mission within their curriculum areas and across all aspects of school life.
- To support Senior Leadership in embedding the mission statement across the school, ensuring it is known, understood, and lived by all members of the school community.
- To provide induction and ongoing support for new and existing staff, enabling them to actively contribute to the Catholic life, mission, and collective worship of the school.
- To work with Curriculum Leaders to ensure curricula express a coherent Catholic understanding of reality and to facilitate connections between subjects reflecting this understanding.
- To develop and maintain strong relationships with local parishes to enhance opportunities for student participation in worship and the wider Catholic community.
- To ensure that provision for RSHE meets both statutory and diocesan requirements and is rooted in Church teaching.
- To monitor, evaluate, and quality-assure Catholic Life & Mission and collective worship including via student voice, staff, and parent consultations, reporting findings and next steps to the Headteacher and Governors.
- To create, implement, and regularly review a clear, comprehensive, and fit-for-purpose prayer, liturgy, and collective worship policy, shared with all relevant stakeholders.
- To provide opportunities for staff and pupils to collaborate, innovate, and creatively enhance worship and spiritual life throughout the school year.
- To carry out calendared evaluations of the quality and impact of Catholic Life & Mission, and Worship as part of the school's self-evaluation cycle, ensuring that feedback informs strategic planning and next steps.

PROFESSIONAL DUTIES

- Maintain and build upon the standards and professional duties as outlined in Teachers' Pay and Condition

- Work collaboratively within a forward thinking and supportive team, contributing to a culture of professional excellence and continuous improvement.
- Play an active role in the school's journey towards becoming 'Exceptional', contributing to departmental and whole-school initiatives that raise standards and enhance the Catholic life of the school.
- Contribute to the wider life of the school, including retreats, liturgies, enrichment opportunities, and faith-based activities that strengthen our distinctive Catholic identity.
- Take part in the school's appraisal procedures and participate fully in school and Trust-wide CPD, demonstrating a commitment to reflective practice, self-improvement, and innovation in teaching.
- Engage proactively with pupils and families to build strong, positive relationships that support learning, wellbeing, and personal development and contribute to a positive school community.
- Support and promote the school's SHINE values and uphold its ethos of high ambition, inclusivity, and care for every member of our community.

SAFEGUARDING, HEALTH AND SAFETY AND COMPLIANCE

- Uphold the school's commitment to safeguarding and promoting the welfare of children and young people
- Follow all safeguarding policies and procedures; all employment is subject to an Enhanced DBS check
- Ensure the highest standards of professionalism, integrity, and accountability in all aspects of the role.

TEACHER OF RE WITH RESPONSIBILITY FOR CATHOLIC LIFE & MISSION AND COLLECTIVE WORSHIP

PERSON SPECIFICATION

Qualifications	Essential (E) Desirable (D)	Evidenced by: Application (A) Certificate (C) Interview (I) Test (T) Reference (R)
Qualifications and Training		
Qualified Teacher Status	E	A / C
Degree in relevant subject	E	A / C
Commitment to ongoing professional development	E	A / I
Knowledge and Experience		
Strong understanding of RE curriculum at Key Stages 3 and 4	E	A / I
Strong knowledge of world religions, ethics, philosophy and contemporary issues	E	A / I
Understanding of the current OFSTED framework and expectations	E	A / I
Experience of teaching RE across the age and ability range	D	A / I / R
Experience of contributing to curriculum development or enrichment activities	D	A / I / R
Knowledge of available support services in the local area	D	A / I
Skills and Abilities		
Ability to plan and deliver high-quality and engaging lessons	E	A / I / R
Strong classroom management and behaviour management skills	E	A / I / R
Ability to use assessment data to inform classroom practice	E	A / I / R
Ability to tailor plans and interventions to individual pupils	E	A / I
Strong written and verbal communication skills	E	A / I / R
Effective organisational and administrative skills	E	A / I / R
Ability to work collaboratively as part of a department and wider school team	E	A / I / R
Competent use of ICT to support teaching and learning and produce reports	E	A / I / R
Personal Qualities		
A passion for Religious Education and enthusiasm for promoting understanding and respect	E	A / I / R
A reflective and resilient professional approach	E	A / I / R

Warmth, empathy and the ability to build positive relationships with pupils and families	E	A / I / R
Maintains confidentiality at all times	E	A / I / R
Creativity and willingness to contribute to wider school life (e.g. clubs, trips, liturgies)	D	A / I / R
Commitment to the Trust's ethos and values	E	A / I
Other		
Commitment to safeguarding and protecting the welfare of children and young people	E	A / I
Commitment to equality and diversity	E	A
Commitment to health and safety	E	A
Note: We will always consider your references before confirming a job offer in writing		
Prepared by:	HR Team	Date: November 2025

EQUAL OPPORTUNITIES

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

HEALTH AND SAFETY

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

SAFEGUARDING COMMITMENT

The Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure. An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

ATTENDANCE

Good attendance enhances the service delivered by the Trust, minimises staffing difficulties and ensures best value to the schools. It is essential that applicants for positions in the Trust can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

TEACHER OF RE WITH RESPONSIBILITY FOR CATHOLIC LIFE & MISSION AND COLLECTIVE WORSHIP

HOW TO APPLY

If you would like to find out more about the position, please contact Mrs Sharon Groom on 01706 213693 or office@allsaintshigh.lancs.sch.uk.

Full details and application forms are available from our website: www.allsaintshigh.lancs.sch.uk.

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Completed application forms and associated documentation should be returned to the Headteacher's PA, Sharon Groom via e-mail: office@allsaintshigh.lancs.sch.uk.