Leeds City Academy

Join Our Team

Role Teacher of Religious Studies

£32,916 to £51,047

Leeds City Academy

WHITE ROSE ACADEMIES

Art & Design
Computing
Science

Principal's Welcome

We are delighted that you are considering joining Leeds City Academy.

We are at an exciting stage in our journey. As one of the most rapidly improving schools in West Yorkshire, we are driven by a clear moral purpose: to secure the very best for every student – academically and through exceptional personal development.
Our 'In Partnership' ethos is the foundation of our success. It shapes how we lead, how we teach and how we work together. We are proud of the culture we have built – ambitious, inclusive and rooted in high expectations for all.

In December 2024, Ofsted recognised the strength of our academy:
"Pupils thrive at this happy and inclusive school. They know that the school dedicates itself to helping them to become the best that they can be."

Inspectors also noted:
"Pupils rise to the very high expectations the school has for them. Their behaviour is impressive. They conduct themselves very well in lessons."

These outcomes reflect the commitment and expertise of our staff. We invest in our people, champion professional growth and value collaboration at every level.

If you are passionate about transforming life chances, thrive in a values-driven culture and want to make a genuine difference, we would be delighted to hear from you.

Richard Chattoe *Principal*
Leeds City Academy

About Leeds City Academy

We are a vibrant and ambitious secondary school, proud to be part of the White Rose Academies Trust. We serve a richly diverse community and are committed to delivering a high-quality education alongside outstanding personal development.

In recent years, the academy has undergone significant transformation, driven by strong leadership, clear systems and consistently high expectations. Today, our culture is calm, purposeful and aspirational.

Our community reflects the diversity of modern Leeds. The scale of this diversity, including the number of students on roll, languages spoken, nationalities represented and the proportion of students with English as an additional language, is illustrated below. We see this as a strength that enriches learning and broadens horizons.

At the heart of the academy is our 'In Partnership' culture. It underpins our relationships with students, families and colleagues and ensures that collaboration, respect and ambition remain central to all that we do.

Leeds City Academy is a school where staff are supported to develop, students are encouraged to excel and high standards are the norm. We are proud of how far we have come and ambitious about where we are going next.

LCA in Numbers

Proud to be Diverse

1000
Students educated every day at Leeds City Academy.

110
Languages spoken by our diverse student body.

74%
Of students are EAL (speak English as an additional language).

66
Ethnicities embraced and celebrated at our academy.

47
Nationalities contribute to our rich and diverse cohort.

Job Description and Person Specification

Post Reference: 2780
Job Title: Teacher of Religious Studies
Academy Name: Leeds City Academy
Grade: MPS/UPS (£32,916 to £51,047)
Hours: Full Time – Fixed Term Maternity Cover
Accountable to: Subject Leader of Religious Studies

Job Description

Role:

This exciting role provides the opportunity for a committed and ambitious teacher to develop their practice, knowledge, and skills through working within a strong and committed team of highly skilled teachers and leaders.

The successful candidate will teach Religious Studies to key stage 3 and 4 students achieving positive outcomes for all groups of students.

NB: *All post-holders at the White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the academies. Keeping Children Safe in Education and the guidance for Safer Working Practices directs the work of every adult working at or associated with the White Rose Academies Trust.*

Duties and Responsibilities:

- Ensure good and better progress for all students within groups taught through the planning and preparation of high-quality lessons which engage, motivate, and support learners.
- Strive to deliver a consistently good standard of teaching.
- Take responsibility within own teaching areas and in the execution of general duties for the creation of a positive climate for learning which results in positive, respectful attitudes from students.
- Consistently apply the Academy Positive Behaviour policy to support all colleagues in establishing high standards of behaviour from students, and in order that students have parity of treatment and expectations in all areas of the academy.
- Assess, record and report on the development, progress, and attainment of students.
- Contribute to the planning, design and production of good quality teaching material and resources, appropriate to age and ability, in accordance with the subject development plan.
- Contribute towards and lead on aspects of departmental CPD in conjunction with other staff.
- Be a Coach for a specified group of students, establishing the rapport necessary to support their social, emotional and citizenship education and development.

- Make a strong contribution to agreed personal, social, health and economic (PSHCE)/small, spiritual, moral, social and cultural (SMSE) areas, such as careers in the curriculum.
- Contribute to the wider life of the academy by participating in the provision of the peak performance and enrichment programme.

- Attend meetings, including parents' consultation sessions, and fulfil duties on rotas as specified in the staff handbook.

- Implement all academy policies with regard to registration, student absence, student uniform, use of planners and other routines detailed in the staff handbook.

- Observe academy rules relating to the safeguarding of students, health and safety requirements, and equality policies.

- Participate in full staff and area meetings, actively contributing to academy decision making and consultation procedures.

- Participate fully in the Academy Performance Management process, engaging in professional development activities which enhance personal performance, fulfil personal potential, and contribute effectively to the implementation of the academy's goal to be an outstanding place of learning.

- Uphold the professional standards of dress, behaviour, attitudes, and team spirit which will ensure that the academy is a pleasant, positive place to learn and work.

- Complete morning, break and after school duties as required

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Equal Opportunities:

- Promote equality of opportunity so that all children, young people, and families can access and benefit from our Trust.

- Support the wellbeing, safety, and success of all students and young people, enabling positive educational and life outcomes.

Professional Responsibilities

- Uphold the professional standards expected of all academy staff in all interactions with colleagues, students, parents/carers, and the wider community.

- Act in accordance with the values, aims, and mission of the academy and White Rose Academies Trust.

- Contribute positively to the continuous improvement of the academy and to personal professional development through participation in training, meetings, appraisals, and by sharing ideas for improvement.

- Work collaboratively as a positive and supportive member of the team, recognising when to seek advice, guidance, or support.

- Apply academy and Trust policies and procedures consistently in all aspects of the role.

- Engage in reflective practice and appropriate continuing professional development (CPD) to improve effectiveness and maintain high standards.

- Contribute to the wider life, ethos, and objectives of the academy, including attendance at relevant meetings, training days, and events as required.

Safeguarding, Compliance and Conduct

- Comply with all academy and Trust policies and procedures, including those relating to safeguarding and child protection, health and safety, security, confidentiality, and data protection, and report any concerns promptly to the appropriate person.

- Take responsibility for safeguarding children and young people and for promoting their welfare, in line with statutory guidance and academy procedures.

- Maintain appropriate professional boundaries and conduct at all times.

Whilst every effort has been made to explain the main duties and responsibilities of the post, not all individual tasks can be identified. The job description may be amended by the Principal or Accounting Officer to reflect or anticipate changes to the role, commensurate with the grade and job title.

The post-holder may be required to undertake additional duties, as reasonably requested, to ensure the effective operation of the academy.

The Governors and Principals of White Rose Academies Trust are committed to safeguarding and promoting the welfare of children and young people and to ensuring that safer recruitment practices are in place.

White Rose Academies Trust values diversity and seeks to create a workforce that reflects the communities it serves. Applications are welcome from all individuals regardless of sex, sexual orientation, race, religion or belief, marital status, age, or disability.

White Rose Academies Trust expects all staff and volunteers to share this commitment. Appointments will be subject to Safer Recruitment procedures, including an enhanced Disclosure and Barring Service (DBS) check. A criminal record will not necessarily prevent employment; this will depend on the nature of the offence and the circumstances.

This role involves contact with children and constitutes regulated activity. It is an offence to apply for this role if you are barred from engaging in regulated activity relating to children.

Person Specification

It is essential that the candidate should be able to demonstrate the criteria for the post within the context of the specific duties and responsibilities of the role: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements. Candidates are not required to meet all the desirable requirements, however these may be used to distinguish between acceptable candidates.

You should be able to demonstrate that you meet the following criteria which are all essential:
E = Essential D = Desirable

Measured by:
A = Application Form
T = Test/Exercise
P = Presentation
I = Interview
R = References

	Qualifications	
E	Good degree in relevant subject	**A**
E	PGCE or equivalent	**A**
E	Qualified Teaching Status (QTS) or currently working towards - the post is suitable for Early Career Teachers (ECT's)	**A**

	Knowledge and Experience	
E	Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	**A I R**
E	Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	**A I R**
E	Able to form and maintain appropriate relationships and personal boundaries with students	**A I R**
E	Recent, relevant classroom practice	**A I T R**
E	Evidence of working with young people effectively	**A I R**
E	Successful contributions to teamwork	**A I R**
E	Teach to a high standard across all key stages, using professional links to the industry as applicable	**A I T R**

	Skills and Competencies	
E	Good all round ICT skills	**A**
E	Able to reach a consistently good standard of teaching	**T R**
E	Able to be resilient, reliable, and possess a sense of humour	**R**

E	Able to use progress data of students to benchmark, track and raise attainment of students for whom responsible	A T
E	Possess good working knowledge of assessment for learning approaches and their classroom application	A
E	Possess strong interpersonal skills and be able to work effectively as part of a team	A I R
E	Promote equality, diversity and inclusion and demonstrate this within the role	A I R
E	Be jointly responsible for promoting and safeguarding the welfare of students	A I R
E	Able to form and maintain appropriate relationships and personal boundaries with students	A I R

	Behavioural and Other Characteristics	
E	Committed to continuous improvement	A I
E	Able to carry out all duties and have regard to an employee's responsibility under Health & Safety Policies	A I
E	Able to actively participate in training and development activities to ensure up to date knowledge, skills, and continuous professional development	A I
E	Respectful towards all students, with total belief in their entitlement to a high-quality education, whatever their circumstances and ability	A I R
E	Committed to raising standards of achievement through high quality classroom practice	A I R
E	Take a key role in contributing to extra-curricular and peak performance enrichment activities within Religious Studies which may require after school and weekends	A I
E	Committed to the principles of the academy programme	A I R
E	Possess personal integrity, warmth, and a willingness to grow and learn	A I R
E	Committed to the education of the whole child, i.e., social, emotional and citizenship development	A I R
E	Enhanced DBS certificate and Certificate of Good Conduct if you have lived outside the UK in the last 10 years for 3 months or more. (Please note you don't have to have this when applying for the role, but it is a requirement of the postholder to hold one and a check will be undertaken for the successful candidate)	A

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check.

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, or disability.

Application process

1

Complete Application Form
Click Apply Now and complete the form via Every, including your full employment history.

2

Application Reviewed
Your application will be reviewed against the person specification and role criteria.

3

Shortlisting
The panel confirms shortlisted applicants.

4

Interview invitation
Shortlisted candidates will receive details of the interview process and day.

5

Interviews
Attend the interview with three original IDs and your listed qualifications, with your completed self-disclosure form.

6

Appointment Confirmed
You'll be contacted after interview. If successful, confirm acceptance for your HR offer.

7

Next Steps from HR
HR will contact you about pre-employment checks and any missing documents or history queries.

8

DBS Application
Complete your DBS application and pre-employment health questionnaire via our 3rd party providers.

9

Employment Checks
HR complete all remaining pre-employment checks including overseas and employment gap history.

10

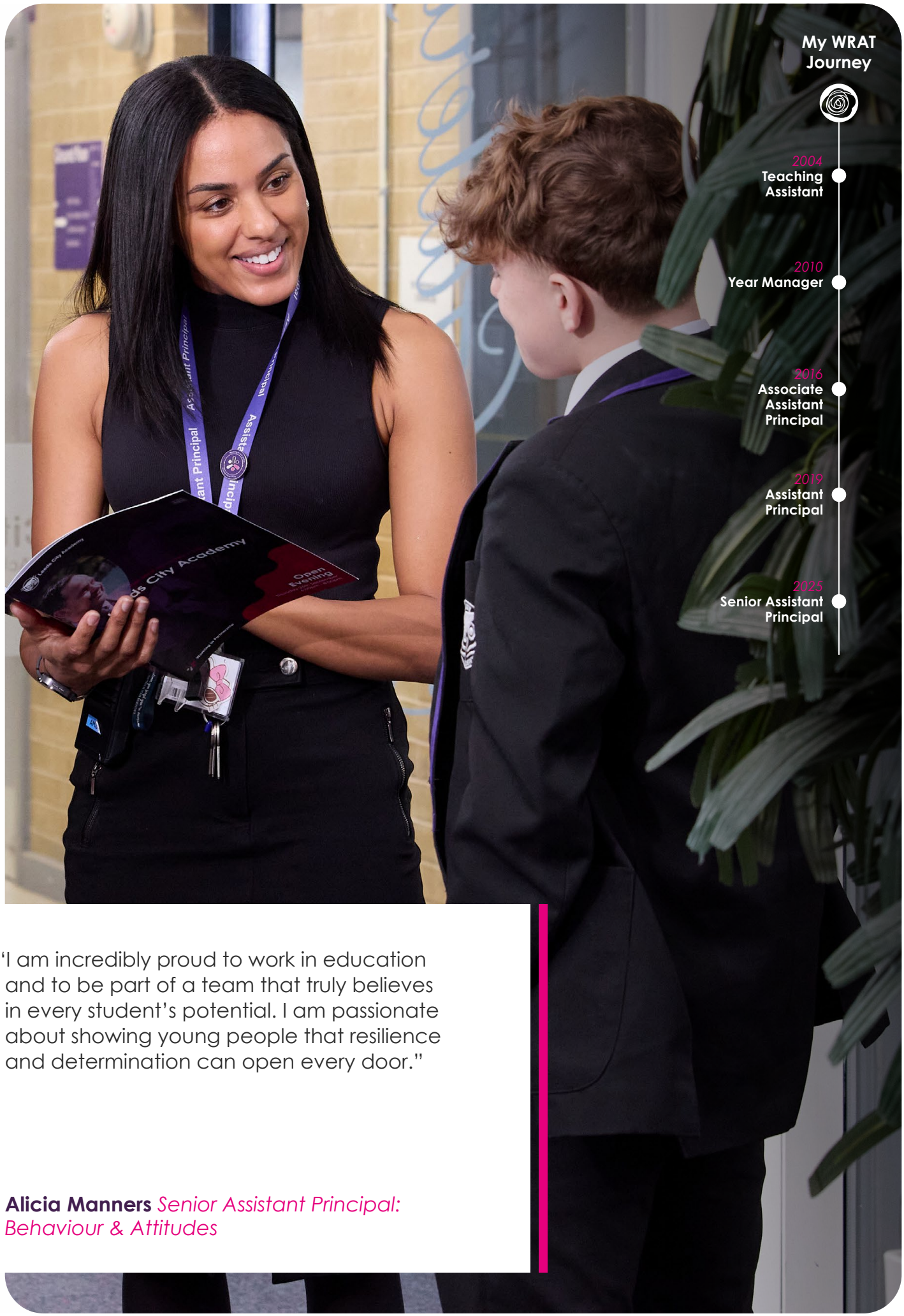
Checks Reviewed
Once complete, checks are reviewed against our statutory and legal obligations.

11

Start Date Agreed
Your line manager will agree a start date with you. HR will then issue your contract.

12

Welcome to the Team!



My WRAT Journey

- **2004** Teaching Assistant
- **2010** Year Manager
- **2016** Associate Assistant Principal
- **2019** Assistant Principal
- **2025** Senior Assistant Principal

"I am incredibly proud to work in education and to be part of a team that truly believes in every student's potential. I am passionate about showing young people that resilience and determination can open every door."

Alicia Manners *Senior Assistant Principal: Behaviour & Attitudes*

Staff Benefits

Flexible Working
We offer flexible arrangements including term-time only, part-time, and job share opportunities.

Annual leave entitlement
On top of 25 days annual leave, plus bank holidays. Support staff receive an extra 5 days after 5 years' service.

Pay awards
Benefit from nationally agreed terms, including STPCD or NJC Green Book, as well as the Real Living Wage.

Employee pension scheme
Staff are automatically enrolled in either the Teachers' Pension Scheme or LGPS.

Real Living Wage
The trust is proud to confirm that we pay all staff in line with the real living wage £13.45ph.

Employee TechScheme
Salary sacrifice is available to purchase the latest tech after probation.

Employee CycleScheme
Purchase a bike and accessories through our salary sacrifice scheme for a healthier, greener commute.

Supporting staff discounts
We support all education staff in accessing Discounts for Teachers, Teacher Perks and Blue Light Card.

Eye test vouchers
Free eye tests and up to £69 towards glasses are provided for Display Screen Equipment (DSE) users.

Free flu jabs
To keep our staff safe and protected we offer free flu jab vouchers to all employees across the trust.

Car Parking
We ensure all colleagues benefit from free on-site parking at all four of our academy sites.

Family Friendly Policies
We support work/life balance with family-focused policies, including emergency and special leave.

Staff Wellbeing

Employee Assistance Programme
All staff and families can access Health Assured's confidential wellbeing support service with app access.

Mental Health First Aiders
Whether you just need someone to talk to, or you're facing emotional challenges, our MHFAs are on hand.

Headspace
Free access to Headspace to support mental health with meditation and mindfulness tools.

Dedicated Wellbeing Reps
Reps are here to listen to colleague feedback and organise wellbeing initiatives tailored to each academy.

Wellbeing Wednesdays
No more hump day slumps with our midweek breakfast for all staff, served from 7:45am in our refurbed canteen.

Colleague Recognition Schemes
We have a variety of schemes that allows our staff to be recognised and thanked for their hard work.

My WRAT Journey

2020
Teacher of English

2021
Assistant Director of English

2023
Director of English

2025
Associate Assistant Principal

"It's energising working with colleagues who genuinely care about what they do for the communities we serve. The career development I have had as part of the WRAT has been amazing. I really enjoy seeing how my ideas are heard, valued and are making a difference for my colleagues and the young people we teach."

Vicki Thomas *Director of English & Associate Assistant Principal*

What our people say...

"My experience at Leeds City Academy has been a very good one and I have felt really supported from when I started here by a very good pastoral team, I feel like I have thrived since year 7 and I am proud to be part of a very diverse cohort of students."

Dante *Year 9*

"I joined the Trust as a Project Officer, but once I got to know the students, I wanted a role working closely with them and the pastoral team. LCA and the Trust supported me every step of the way, and I now love my role as Safeguarding Officer and non-teaching governor."

Phoebe Horsman *Safeguarding Officer*

"I initially joined through an external organisation on a temporary basis. From day one, I felt part of the team, so when the opportunity came up to interview for a permanent role, I didn't hesitate."

Anthony Taylor *Student Support Worker*

Proud to be part of the White Rose's Academies Trust

Alder Tree Academy
Primary

Alder Tree Primary is a unique inner-city school in Leeds with 420 pupils. We help every child reach their potential through engaging lessons and strong pastoral support and are proud to be nationally recognised for supporting disadvantaged pupils.

Ofsted "The school values epitomise the school's determination that every pupil will reach their full potential."

Our core values are: **Believe, Belong, Become**

Leeds City Academy
Secondary

A vibrant inner-city school in Woodhouse with over 1,000 students from diverse backgrounds. A recent £8.5 million investment has enhanced facilities, supporting growth and improvement, while students and staff work proudly together to achieve even more.

Ofsted "Pupils thrive at this happy and inclusive school"

Vision Statement: **Working In Partnership**

Our core values are: **Aspirational, Caring, Professional, Respectful, Resilient and Tolerant**

Leeds East Academy
Secondary

Leeds East Academy is a vibrant, diverse school in Seacroft, housed in a £14 million building. With the ambition of 'Everyone Exceptional', we support students to excel academically and personally, while fostering high standards and strong support for all staff.

Ofsted "The school nurtures pupils so they have the self-belief and resilience to succeed"

Vision Statement: **Every Child Can**

Our core values are: **Resilience, Integrity, Trust, Ambition**

Leeds West Academy
Secondary

Known for its welcoming atmosphere and Performing Arts specialism, Leeds West Academy unites and inspires our community through education and opportunity. With a broad, ambitious curriculum and strong pastoral support, every student can reach their full potential, while staff are supported to thrive in a nurturing, high-standard environment.

Ofsted "A happy and inclusive school"

Vision Statement: **Evolving Excellence**

Our core values are: **Care, Commitment, Community**

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Leeds City Academy

WHITE ROSE ACADEMIES

White Rose Academies Trust
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