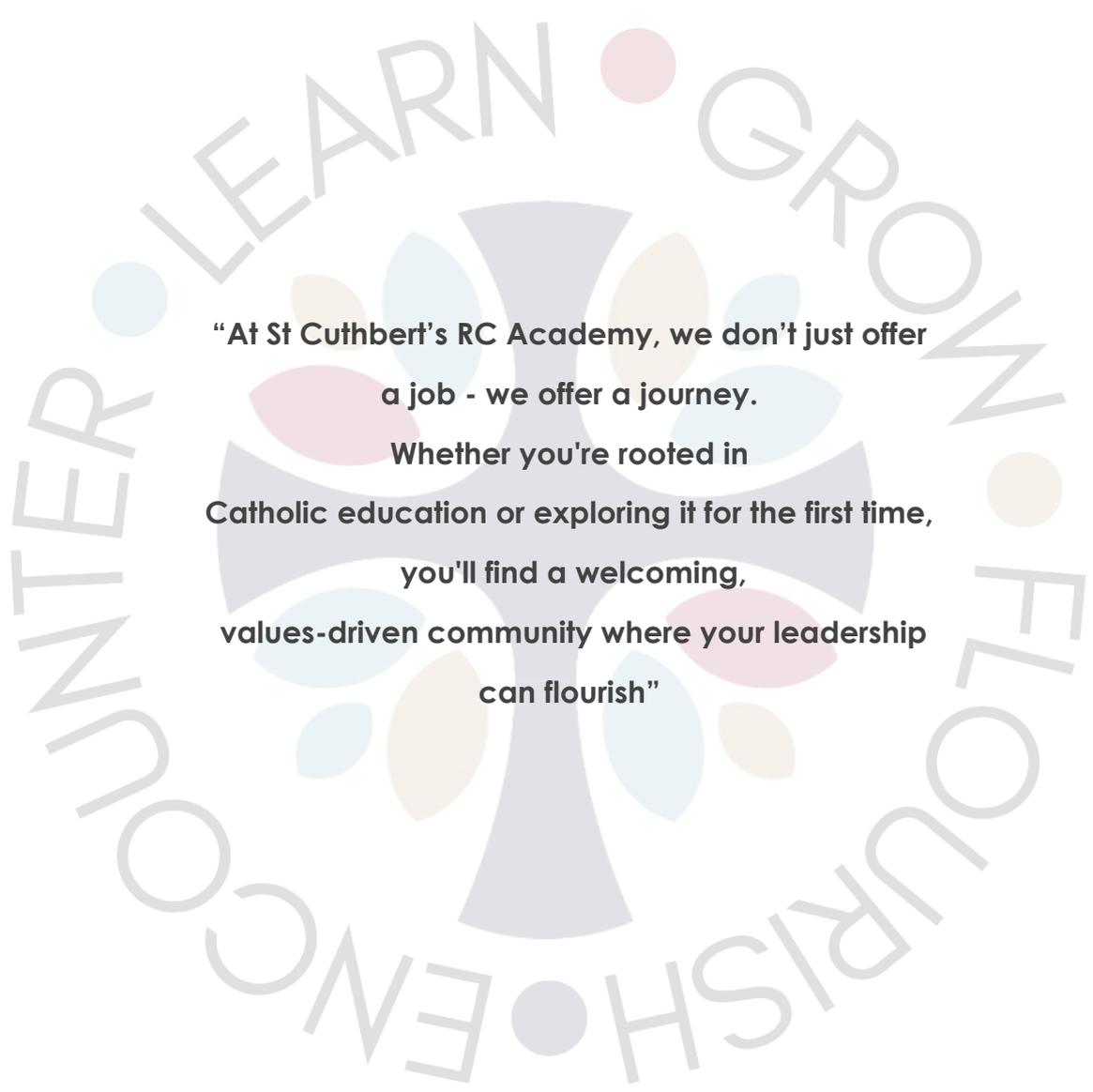


St Augustine's School



“At St Cuthbert’s RC Academy, we don’t just offer a job - we offer a journey. Whether you’re rooted in Catholic education or exploring it for the first time, you’ll find a welcoming, values-driven community where your leadership can flourish”

**Assistant Headteacher: Religious Education,
Catholic Life and Pupil Progress**

**Based at St Augustine’s School, Scarborough,
working for the St Cuthbert’s Roman Catholic
Academy Trust, within the Diocese of
Middlesbrough.**



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Welcome from our Headteacher

Dear Candidate,

Thank you for considering joining our community at St Augustine's School, a place where faith and learning walk hand in hand. As a vibrant Catholic school rooted in Gospel values, we are deeply committed to ensuring that every child flourishes academically, spiritually and personally. Our mission is grounded in the belief that every student is capable of excellence and, that with the right support, guidance and high expectations, they can achieve far beyond what they imagine for themselves.

At St Augustine's, highly intentional teaching sits at the heart of our practice. We know that *what is essential for some is beneficial for all*, and this understanding drives our determination to ensure that no child is ever left behind. Every interaction, every decision and every moment in the school day matters, nothing is left to chance. Our staff work with precision, purpose and compassion to build a culture where excellence is the norm and every student feels seen, supported and championed.

This is not simply a job, it is a vocation. As Assistant Headteacher: Religious Education, Catholic Life and Pupil Progress, you will help shape the spiritual heartbeat of our school. You will lead with faith-filled purpose, guiding both staff and students to live out our mission of service, love and Gospel witness. Your leadership will ensure that Catholic life is not only taught but joyfully experienced across our curriculum, our relationships and our daily routines.

We are looking for an enthusiastic and mission-aligned leader, someone who believes wholeheartedly that there is no ceiling for our children, and who will work tirelessly to help them exceed their own expectations. You will join a dedicated and supportive leadership team within a community that values collaboration, innovation and an unwavering commitment to the Church's mission in education.

St Augustine's is more than a school: it is a family. If you are ready to bring your faith, expertise and aspirational leadership to a community where Catholic identity is cherished, where every child is known and valued, and where excellence is pursued for all, we would be delighted to hear from you.

We look forward to welcoming you into our family.

Warm regards,

Miss R Flanagan

Headteacher, St Augustine's School





About St Augustine's School

Nestled in the beautiful coastal town of Scarborough, St Augustine's School offers a unique blend of professional fulfilment and an exceptional quality of life. We are a thriving Catholic community where values, ambition and care work together to create a truly inspiring place to learn and work.

Known for our warm, inclusive atmosphere and commitment to excellence, we pride ourselves on high quality teaching, strong pastoral care and a culture that values every individual. Our staff work collaboratively to ensure all students are supported, challenged and empowered to achieve their full potential.

As a proud Catholic school, we provide a holistic education rooted in our virtues of love, responsibility, respect, joy and service. We nurture confident, compassionate young people who are ready to make a positive impact in the world.

Our dedicated team delivers a broad, ambitious curriculum that sparks curiosity and drives achievement, all within a safe and welcoming environment where everyone is known and valued.

If you're looking for a rewarding role in a school that genuinely cares, and a community where you can enjoy the best of coastal living, St Augustine's is the perfect choice.

About St Cuthberts RC Academy Trust

St Cuthbert's Roman Catholic Academy Trust (SCRCAAT) is a forward-thinking and faith-centred multi-academy trust comprising fifteen Catholic schools across Hull, East Riding, and North Yorkshire. Our Trust includes both primary and secondary schools, each with its own distinctive character, united by a shared mission to Encounter, Grow, Learn and Flourish.

At St Cuthbert's we are fearless in the ways that we look beyond our own needs and wants to those of others. We show respect and acceptance to each other, so that all feel welcomed and prepared to take their place in a just and caring society.

We encourage a strong culture of vocation. We provide exceptional academic opportunities and a diverse, comprehensive curriculum that supports student success. Our programmes are designed to prepare young people for the next phase of their education or employment, helping them make informed decisions about their future and ensuring they are fully equipped for the challenges ahead.

St Cuthbert's serves unique communities with diverse needs, strengths and characteristics. We accompany each individual on their journey, actively encouraging participation and growth, particularly alongside the vulnerable and disadvantaged.

Embedded in the ethos of the Trust, is the call to our staff, children and young people to grow in positive personal strength - our virtues. These virtues are broad and balanced, and include theological, moral, civic, intellectual and performance-based virtues.

Our mission is lived out daily through the dedication of our staff, the achievements of our pupils and the strength of our community partnerships.

St Cuthbert's RC Academy Trust is committed to empowering its leaders at every level, including those with responsibility for Religious Education, Catholic Life and wider school improvement. The Trust offers:

- **Strategic Leadership Support:** Senior leaders benefit from access to experienced executive leaders who provide guidance, mentorship and support across all areas of Catholic educational leadership.
- **Educational Expertise:** The Chief Operations Officer offers tailored guidance in curriculum development, teaching and learning, data analysis and school improvement planning, ensuring leaders are equipped to drive excellence within their areas of responsibility.
- **Professional Development:** A wide range of CPD opportunities is available, including diocesan formation, leadership coaching and



trust- wide networking, enabling aspirational leaders to grow at every stage of their career.

- **Operational Assistance:** Central services offer expertise in HR, finance, estates and governance, allowing school leaders to focus their energy on improving teaching, learning and Catholic Life.
- **Collaborative Culture:** We foster a strong network of leaders across the Trust, supporting peer collaboration, shared best practice and collective problem solving.

This holistic approach ensures that our leaders are supported, challenged and inspired to lead with confidence, clarity and compassion, contributing to flourishing Catholic communities across the Trust.

We are seeking leaders who are passionate about Catholic education, committed to excellence and ready to make a meaningful impact. If you are looking for a Trust where your contribution will be valued, supported and celebrated, we warmly invite you to explore this opportunity with us.

The Role

Assistant Headteacher Religious Education, Catholic life and Pupil Progress

Based at St Augustine's School, Scarborough, working for the St Cuthbert's Roman Catholic Academy Trust, within the Diocese of Middlesbrough (for academies).

The Role

| | |
|--------------------------------|--|
| Location: | Based at St Augustine's School, Scarborough, working for the St Cuthbert's Roman Catholic Academy Trust. |
| Contract: | Permanent |
| Hours/ Working Pattern: | 1FTE |
| Salary/ Hourly Rate: | L5-9 |
| Closing Date: | Friday 27 th March 2026 at 9am |
| Interview date: | Week commencing Monday 13 th April 2026 |
| Start Date: | September 2026 |

Applications are invited from practising and committed Catholic School Leaders for the post of Assistant Headteacher Religious Education & Catholic life.

We are seeking an inspirational and committed leader to join our team as Assistant Head of Religious Education, Catholic Life and Pupil Progress. This is an exciting opportunity to play a key role in shaping the spiritual and moral development of our students, ensuring that Catholic values are at the heart of everything we do.

The successful candidate will:

- Lead and develop the Religious Education curriculum in line with diocesan and national expectations
- Promote and nurture the Catholic ethos across the school community
- Support staff and students in living out our mission and values
- Work collaboratively with senior leaders to enhance the quality of teaching, learning and faith formation
- Lead whole school strategies that secure excellent progress for every pupil
- Inspire and develop staff to consistently deliver high impact teaching which supports all students, including the disadvantaged, to make progress.



If you are passionate about Catholic education and have the vision, energy and experience to make a real difference, we would love to hear from you.

What We Offer

- A welcoming and inclusive school community rooted in Catholic values
- Opportunities for professional development and career progression within a thriving Trust and Diocese
- Supportive colleagues and leadership team
- Enthusiastic students who are eager to learn
- Students who have access to one-to-one devices to enhance teaching and learning opportunities
- Access to trust-wide networks and resources
- The support of the Vantage Teaching School
- A Coastal Hub for St Cuthbert's Trust, focusing on improving coastal education across our 4 coastal schools.

Job Description & Person Specification

Assistant Headteacher: Religious Education & Catholic Life

St Augustine's School

Job Description

Assistant Headteacher: Religious Education, Catholic Life and Pupil Progress

St Augustine's School, Scarborough

Indicative Salary Range (Equivalent to that of core subject)

Responsible to: Headteacher

Introduction

The directors will appoint a practising Catholic who, by personal example and professional leadership, will ensure that the School is rooted in the teachings of Jesus Christ and the Catholic Church, as well as contribute to the leadership of Catholic ethos and the teachings of Christ.

This is a senior post within the school's staffing structure, which carries with it membership of the Leadership Group. This post holder is accountable to the Headteacher. As SLT, you will be required to meet the general requirements of this post as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Headteacher.

The postholder will be expected to undertake duties in line with the Teaching Standards 2012 (updated December 2021)

(N.B. In allocating time to the performance of duties and responsibilities, an Assistant Headteacher is not subject to Directed Time considerations but is entitled to a daily break of reasonable length in the course of each school day.)

Core purpose

- Provide strategic leadership and management of the Religious Education (RE) department, ensuring high standards of teaching and learning
- Ensure a high-quality educational experience for all students across the school, raising attainment and supporting spiritual development

- Lead and promote the Catholic ethos, mission and values across the whole school community
- Oversee and develop the Catholic life of the school, working collaboratively with other members of the Senior Leadership Team to embed faith into all aspects of school life
- In the pursuit of excellence, work collaboratively with the Head teacher and senior managers in communicating high expectations, vision, drive, enthusiasm and determination
- Be an ambassador, champion and representative of the school in the wider community and with partner agencies
- Lead whole school strategies that secure excellent progress for every pupil, using high quality assessment, robust tracking systems and evidence-informed interventions to close gaps and raise achievement
- Inspire and develop staff to deliver consistently high impact teaching, driving a culture of ambition, accountability and support ensuring that all learners, including the most vulnerable, thrive

In addition to the role of Assistant Headteacher, as a subject leader of Religious Education, the person appointed will undertake the following duties and responsibilities:

Strategic direction and development of the subject

- Develop and ensure implementation of a whole school policy for RE in line with the aims and policies of the school
- Use Diocesan, national, local and school management data effectively, to monitor standards of achievement across the school in RE
- Produce short, medium, long-term plans to develop RE in relation to:
 - Resources
 - Staff professional development requirements
 - The aims of the school, its policies and practices, ensuring this is integrated into the school development plan
 - Targets for realistic but challenging improvements
- Monitor the progress made towards achieving RE plans and targets and use this information to plan future developments

- Be involved in the liturgical experience and spiritual life of the school, both curricular and extra in conjunction with SLT and school chaplain
- Report to Governor meetings where appropriate
- Be involved in the extra-curricular life of the school, both RE and non-RE-related, e.g: charity work, residential trips
- Assist on the planning and development of the post-16 provision especially for the RE element

Teaching and Learning

- Follow the requirements of the exam board and meet with requirements of the Catholic Education Directory
- Ensure curriculum coverage, continuity and progression in RE throughout the school
- Ensure that teachers are clear about teaching objectives, understand the sequence of teaching and learning in the subject and communicate this to students
- Support and guide colleagues to select the most appropriate teaching and learning methods and resources to meet the needs of the full range of pupils
- Establish and implement clear policies and practices for assessing, recording and reporting on pupil achievement in line with school policy
- Support departments in their self-evaluation by monitoring teaching and learning by
 - Observations
 - Learning walks
 - Book scrutiny
 - Data analysis
- Evaluate the teaching of the subject in school, using this analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teaching in the subject.
- Act as a form tutor and provide pastoral support to those pupils in your tutor group

Leading and Managing Staff

- Lead professional development of staff through example and support

- Ensure the behaviour policy is consistently implemented
- Ensure newly qualified staff, and staff new to the department, receive appropriate support for the subject
- Work with the Inclusion staff to ensure that SEN and PP pupils have specific targets and that work is matched to pupils' needs
- Make appropriate arrangements when staff are absent
- Ensure that the headteacher, senior managers and governors are well informed about subject policies, plans and priorities, the success in meeting objectives and targets, and subject-related professional development plans
- Lead the development of subject links with partner schools and community and effectively promote open day/evenings and other events.

Accountability

- Communicate effectively, orally and in writing to a range of audiences e.g. staff, students, parents and Governors
- Discuss with the management the progress of the department regarding data and development plan
- Secure understanding and strategies for performance management and appraise designated members of staff
- Establish resource and staff requirements for the subject and inform the Headteacher of costs and priorities. Distribute subject resources to meet the objectives of the school
- Ensure 10% curriculum is RE for KS3/4 and 5% for over 16 years.
- Keep abreast of curriculum developments to ensure the department is up to date
- Ensure the effective and efficient management of learning resources for the RE subject
- Ensure a stimulating but safe working environment in which risks are regularly assessed regarding safeguarding, health and safety and visits policy
- Report to Governors as required

DIGNITY AT WORK: To show, at all times, a personal commitment to treating all students and colleagues in a fair and respectful way, which gives positive regard to people's differences and individuality (for example, gender, gender identity, nationality or ethnic origin, disability, religion or belief, sexual orientation, age). To assist in ensuring equal access to services and employment opportunities for everyone and promote the Academy's Equal Opportunities in Employment Policy.

This job description sets out the main duties of the post at the date when it was drawn up; it does not provide an exhaustive list of duties. Duties may vary from time to time without changing the general character of the post or level of responsibility.

Person Specification
 Assistant Headteacher: Religious Education, Catholic Life and Pupil Progress

| APPLICATION FORM AND LETTER | ESSENTIAL | DESIRABLE | EVIDENCE A – Application I – Interview R – Reference |
|---|-----------|-----------|---|
| Qualifications | | | |
| · Qualified teacher status | X | | A |
| · Degree | X | | A |
| · Catholic Certificate in Religious Studies | | X | A |
| · Bishop's certificate in Catholic Teaching or equivalent | | X | A |
| • Achieved NPQLS | | X | A |
| Faith Commitment | | | |

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|---|---|--|--------|
| · Must be a practising Catholic (see definition supplied) who can inspire and live the teachings of the Faith | Ü | | A/I/R |
| · The passion to share Faith with others in teaching | Ü | | A/I/R |
| · Evidence of participation in faith life of the community | Ü | | A/I/R |
| Professional Experience | | | |
| · Qualified Teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post | Ü | | A |
| · The ability to devise and teach appropriate courses throughout the school | Ü | | A /I |
| · The ability to develop strategies for supporting pupils' individual needs in and beyond the classroom | Ü | | A /I |
| · A commitment to pastoral care as a positive support to learning | Ü | | A /I |
| · The ability to establish successful relationships at all levels and can work as a member of a team | Ü | | A, I/R |
| · Excellent classroom practitioner | Ü | | I/R |
| · Management experience | Ü | | A/I/R |
| · Experience of leading and teaching RE in a Catholic school | Ü | | A/I |
| · A sound knowledge of RE programmes of study | Ü | | A/I |

| | | | |
|---|---|---|-------|
| · A keen interest in the ongoing development in Religious Education | X | | A/I |
| · Ability to assess the strengths and weaknesses of RE programmes of study | | X | A/I |
| Professional Development | | | |
| · Has demonstrated a commitment to own development | X | | A/I/R |
| · Has the potential for further development | X | | A/I/R |
| · Evidence of potential to lead and manage an area of the RE curriculum and staff | X | | A/I |
| · Experience of being part of a secondary school senior leadership team | | X | A/I |
| · Recent in-service training in leadership and management | | X | A/I |
| · Evidence of leading/managing an initiative | X | | A/I |
| · Ability to demonstrate an impact of CPD across the school | | X | A/I |
| Strategic Leadership | | | |
| · Ability to share a vision of our Catholic Secondary Education | X | | A/I |
| · Successful evidence of motivating staff | X | | A/I |
| · Evidence of leading a development within school and the successful outcome | X | | A/I |
| · Evidence of managing curriculum changes | X | | A/I |

| | | | |
|---|---|---|-------|
| · Demonstrate understanding of requirements of Section 48 | X | | A/I |
| · Demonstrate knowledge of Safeguarding, Health and Safety and GDPR | X | | |
| Teaching and Learning | | | |
| · Proven track record of successful teaching and learning leading to positive improvement | X | | A/I |
| · A secure understanding of the requirement of the Curriculum Directory for Religious Education | X | | A/I |
| · Knowledge or experience of a range of successful teaching and learning strategies to meet the need of students | X | | A/I |
| · A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all key stages | X | | A/I |
| · Experience of effective monitoring and evaluation of teaching and learning and feedback | | X | A/I |
| · Experience of characteristics of effective learning environments and key elements of successful behaviour management | X | | A/I |
| Leading and Managing Staff | | | |
| · Evidence of leading staff in school | X | | A/I/R |
| · Demonstrate understanding of the purpose of performance | X | | A/I/R |

| | | | |
|---|---|---|-------|
| management and professional development | | | |
| · Understanding of finance and resource management | X | | A/I/R |
| Accountability | | | |
| · Ability to communicate effectively, orally and in writing to a range of audiences | X | | A/I |
| · Evidence of use of data for self-evaluation and improvement strategies | X | | A/I |
| · Demonstrate an awareness of managing underperformance | X | | A/I |
| · Understanding of the criteria of evaluation of Catholic school | X | | A/I |
| · Lead sessions to develop knowledge of staff | | X | A/I |
| Skills, Qualities and Abilities | | | |
| · Strong commitment to the mission of a Catholic school | X | | A/I |
| · Commitment to their own spiritual formation and that of pupils and staff | X | | A/I |
| · High expectation of pupils' learning and attainment | X | | A/I |
| · Strong commitment to school improvement and raising achievement for all | X | | A/I |
| · Ability to build and maintain good relationships | X | | A/I |
| · Ability to remain enthusiastic when working under pressure | X | | A/I |
| Letter of Application | | | |

| | | | |
|--|---|--|-----|
| · Letter should be clear, concise and presented in an organised way (not more than 2 sides of A4; not smaller than font size 11) | X | | A |
| Other | | | |
| · An understanding of and an ability to contribute to the daily mission of the school | X | | A/I |
| · The capacity to contribute to the wider life of the school | X | | A/I |

Ready to apply?

St Cuthbert's RC Academy warmly welcomes applications from individuals at all stages of their leadership journey. We value diverse backgrounds and experiences, and we are keen to hear from those outside Catholic education as well as within, who share our commitment to excellence, integrity and the transformative power of learning.

Please apply online for this role at

<https://mynewterm.com/trust/St-Cuthbert's-Roman-Catholic-Academy-Trust/4668>

Queries:

Informal chats with our Headteacher are welcomed. To organise please contact erharrison@smchull.org

An email will be sent to shortlisted candidates with details of the interview process.

St Cuthbert's Roman Catholic Academy Trust is committed to safeguarding children and young people. All post holders are subject to appropriate vetting procedures and a satisfactory enhanced Disclosure and barring disclosure.

Before making your application please note: In line with the "Keeping Children Safe in Education 2025" as part of the safer recruiting requirements, an online search will be conducted as part of our safer recruitment processes. This will be conducted by Human Resources and will only be undertaken if the (your) application is to be shortlisted. The aim of the search is to specifically check the candidate's (your) suitability for the job, and that there is nothing evident that would undermine that. By proceeding with your application, the applicant (you) is agreeing for the search to be undertaken.

Diocesan statement on equal opportunities



We are committed to meeting the needs of our diverse community and aim to have a workforce reflecting this diversity. We are also committed to safeguarding and promoting the welfare of children, young people and adults. We have a robust child-protection policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff and volunteers to share this commitment.

The panel is committed to ensuring that matters concerning appointments, including promotions, are dealt with in a fair and just manner. The panel believe that the principle of equal opportunity in selection is consistent with social justice and good personnel practice. This is in keeping with our Catholic aim to recognise the dignity and worth of all who work or apply to work in our organisations.

Our selection processes aim to select the best applicant assessed against the criteria for the post. We are subject to the law of the land and acknowledge our commitment to conducting our affairs in accordance with the law. The panel do not discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, or sexual orientation

The Roman Catholic community maintains schools which have, as part of their character, a duty to provide Religious Education and a requirement that those schools be conducted in accordance with the rites, practices and traditions of the Roman Catholic faith. The posts of executive headteacher, headteacher, deputy headteacher, head of religious education and chaplain are reserved for practising Catholics.

In fulfilling the objectives of Catholic schools, the panel have regard to matters which are particularly significant in the light of the sacramental teachings of the Church. Catholic teachers by their example and practice are witnesses to the Gospels and to the Church's teachings. The panel would therefore, in line with its responsibilities, reserve the right to take account of circumstances which were genuinely within a person's control and which might include marital status, avowed personal conviction, belief or conduct.

St Augustine's is a place where community, compassion and high expectations come together, making it a truly rewarding place to lead.