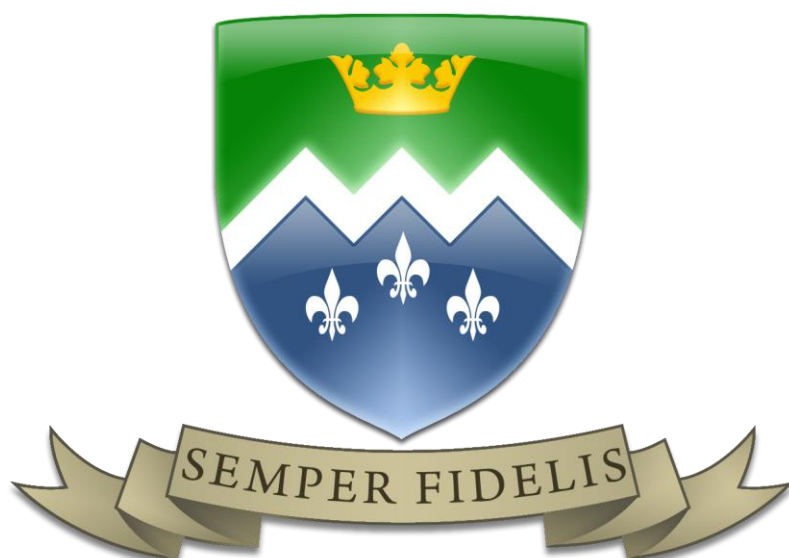


ST MARY'S CATHOLIC ACADEMY

Librarian Application Pack



Diocese of Lancaster
Education Service
Euntes in mundum



Blessed Edward Bamber
Catholic Multi Academy Trust

Closing date:
Friday 30th January 2026 –
midday

Shortlisting date:
Monday 2nd February 2026

Interview date:
Monday 9th February 2026

Welcome to St Mary's Catholic Academy

Thank you for considering St. Mary's Catholic Academy for the next stage in your career. We are seeking to appoint a Librarian to support and promote the Academy Library.

Our Catholic Ethos founded on the hallmarks of:

Catholic

is key to our success. Students and staff are all encouraged, as our mission statement states, to grow in wisdom, understanding, self-esteem and closeness to God. Many of our staff and students are Catholic or Christian, we are joined by a number of staff and students who aren't, anyone is welcome to become and be part of our family as long as they are willing to support and contribute to the ethos and success of the Academy.

Caring

Community

Challenge

As Head Teacher, I believe that a happy, highly trained and well supported staff is the key to our success. Staff at St Mary's received a full induction programme and access our outstanding weekly professional development. All teaching staff also have 70 minutes of additional non-contact time per fortnight to focus on their own area of interest in enhanced professional development. New staff are also supported by regular, weekly coaching meetings and support from their subject areas; a range of leadership development programmes is also available.

St Mary's is designated as Blackpool's research school and provides staff with the opportunity to benefit from the latest research and evidence in education. Everything we do, whether that be our innovative key stage 3 reading programme; our approach to revision and practice homework; or the design of our professional development curriculum for teachers; is researched evidence based.

Staff wellbeing is also a key part of our success as a school. A hard-working staff should be well supported and cared for to allow them to meet the demands made of teachers in a modern context. All staff are provided with their own personal laptop and extensive training and the support of colleagues. Staff are able to take advantage of the Schools Advisory Service Wellbeing package which offers access to Counselling, 24-hour GP helpline, Health advice and support, Physiotherapy advice and a range of other services. A well-resourced support team of IT technicians, admin staff, chaplaincy staff and site staff work hard to make sure the Academy runs smoothly and that teaching staff are well supported to focus on our core business of teaching. Workload issues are regularly discussed with our staff committee and policies around marking, assessment, reporting and home work are carefully designed to try and manage the workload for staff. An email protocol ensures staff are not disturbed by emails in an evening and small gestures like tea, coffee and biscuits served by our amazing housekeepers, free access to the school fitness suite; free annual flu jabs; a car valet service and regular staff social events all help to make our Academy and Trust a rewarding place to work. All of this work takes place in state of the art facilities. St Mary's was lucky enough to benefit from a 22.5 million point partial rebuild and refurbishment, we are so lucky to work in one of the best school buildings in the region.

Staff retention is high at St Mary's because staff are valued and in return work hard to ensure our students achieve the best possible outcomes. If what you have read so far is exciting and you feel that St Mary's is a community in which you will thrive and make a positive contribution to our ethos and journey, then we would love to receive your application. You will find more information about St Mary's and information specific to this role and the application process in the rest of this document. You can also find further information out about the Academy on our website.

Yours faithfully,



Mr. Simon Eccles
Headteacher

CEO Welcome

Dear Applicant,

Thank you for your interest in the role of Librarian at St. Mary's Catholic Academy. St. Mary's is part of the Blessed Edward Bamber Catholic Multi Academy Trust (BEBCMAT).

This is a fabulous opportunity for you to join us and work with a fantastic group of committed staff who believe strongly in education and working to improve the life chances of our children and young people.

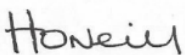
The core principles of the Trust are to educate the whole person, aiming for excellence and working together for the Common Good. Through collective responsibility, united in our Catholic faith, the Trust strives to enable each school to thrive spiritually, academically and financially so that all of the children and young people can 'belong, engage and become' – and reach their full potential by realising their God-given talents.

The Trust works in partnership as one family of schools, whilst maintaining and celebrating the uniqueness of each individual school and the community it serves. We are a values-driven Trust. Our core values of Trust, Respect, Faith, Hope and Service are our hallmarks. These values underpin all of our relationships; between staff, pupils, families, our wider parishes and local communities.

In our Trust, we welcome people who share our vision and our absolute commitment to our pupils, our staff, our families, parishes and the wider communities we serve.

If you believe you have the knowledge, skills and experience to make a positive contribution then we would welcome an application from you.

Yours sincerely,



Helen O'Neill
Chief Executive Officer

What others say about St. Mary's

OFSTED

A full Ofsted Inspection of St Mary's in May 2022 was extremely positive and confirmed that St Mary's Catholic Academy continues to be good in all areas. Inspectors noted in relation to curriculum that: "Leaders have ensured that pupils follow a suitably ambitious curriculum. Pupils achieve well overall. This includes pupils with special educational needs and/or disabilities (SEND) and disadvantaged pupils. Students in the sixth form receive an especially strong quality of education." They were also pleased to see in relation to behaviour that: "Pupils behave well in lessons and around the school. They are polite and well mannered. They enjoy positive relationships with one another." We were pleased that inspectors noted the strength of personal development: "Pupils benefit from a strong programme of personal development. This includes age appropriate relationships and sex education and health education. Pupils learn about other cultures and beliefs. Teachers prepare pupils well for life in modern Britain." and our focus on the well-being and development of staff: "Leaders are passionate about supporting the wellbeing of staff. They put a strong emphasis on professional development, including research. They care for their staff. Teachers appreciate the efforts made by leaders to reduce their workload. Staff enjoy working at the school."

You can read full copy of the report here: <https://files.ofsted.gov.uk/v1/file/50187176>

Diocesan Section 48 inspection

Our 2023 Diocesan Inspection Report in graded us as "Good". The Academy was graded as "Outstanding" in Catholic life and mission and Collective worship. A copy of the full report is available on the Academy website. Some of the inspector's findings were:

- The school has exceptionally high standards of pastoral care and support for its students. Through the extensive range of services, student welfare is given the highest priority.
- Provision for chaplaincy, as well as the impact this team make on the lives of the students and staff, in and beyond the school is outstanding.
- Sixth form core religious education is very strong and strengthens the distinctive offer to Catholic students.
- The headteacher, leadership team, governors and trust board show a great dedication to the development of St Mary's as an inclusive and caring school. The highest priority is given to Christian formation and academic success.
- A very strong commitment to Catholic social teaching is evident throughout this community and students proactively engage in charity work.
- The strong sense of community is a defining characteristic and visitors often remark on the warm and inclusive atmosphere, extending to individuals of all faith backgrounds, making them feel part of the Catholic community.

Trust Schools



Christ the King
Catholic Academy



Holy Family Catholic
Primary School,
Blackpool



Holy Family Catholic
Primary School,
Warton



Our Lady of the
Assumption Catholic
Primary School



Sacred Heart
Catholic Primary
School



St Bernadette's
Catholic Primary
School



St Cuthbert's
Catholic Academy



St John Vianney
Catholic Primary
School



St Joseph's Catholic
Primary School



St Kentigern's
Catholic Primary
School



St Mary's Catholic
Academy, Blackpool



St Mary's Catholic
Primary School,
Fleetwood



St Mary's Catholic
Primary School,
Great Eccleston



St Teresa's Catholic
Primary School



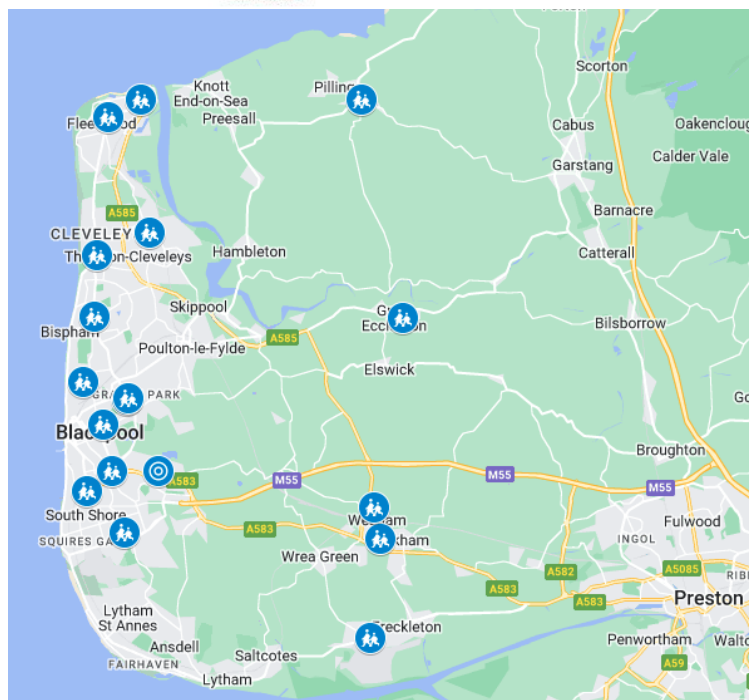
St William's Catholic
Primary School



St Wulstan's &
St Edmund's Catholic
Primary School



The Willows Catholic
Primary School



What we offer - Benefits

Living Wage Employer



As an employer, we pay the real Living Wage so you can always be sure that you'll earn no less than the current rate.

Pension Scheme



Teaching staff: You will be enrolled into the Teachers' Pension Scheme.
Non-teaching staff: You will be enrolled into the Local Government Pension Scheme.

Health and Wellbeing



We offer access to free and confidential wellbeing services including GP service, counselling, mindfulness support and physiotherapy.

Death in Service



Should the worst happen, your nominated beneficiary will receive a payment of 3 x your annual salary if you are part of the pension scheme (TPS or LGPS).

Flu Jab



Our Trust offers all employees a flu vaccination. Employees can arrange their own vaccination and reclaim the cost up to the value of £15.00.

Travel to Work Scheme



We offer discounted travel via Blackpool Transport for the use of buses and trams.

How to apply

Prior to applying

If you are unclear about any aspect of the application process or you would like any additional information about the school or the role, please contact the school:

Telephone - 01253 396286

or

Email - admin@st-mary.blackpool.sch.uk

Application process

Please follow the link below to our careers page and complete your online application:

<https://mynewterm.com/school/St-Mary's-Catholic-Academy/141257>

Evidence will be drawn from:

- Letter in support of application.
- Application Form.
- Task.
- Response to questions during interview.
- References.

Letter of application should:

- Be clear, concise and well presented.
- Demonstrate how you meet the person specification.
- Describe how you would ensure you will be successful in this new post if appointed.
- Be no more than two sides of A4 in length.

Closing date for applications: **Friday 30th January 2026 – midday**

Shortlisting date: **Monday 2nd February 2026**

Interview date: **Monday 9th February 2026**

Post Details:

Grade: NJC pay Grade D – scale point range 7 to 11

Salary: £11,399.00 to £12,150.00 (approximate actual salary)

Contract: Permanent, term time only

Hours: 19 per week

Start Date: As soon as possible

Job Description

POST TITLE	Librarian
JOB PURPOSE	<ul style="list-style-type: none"> To support and promote the Academy Library as an inclusive, well-managed learning environment that supports academic progress, independent learning, and a love of reading and research. The post holder will contribute to the effective delivery of whole-school literacy initiatives, support targeted reading interventions as directed, and ensure that library resources and systems are maintained to a high standard in order to meet the needs of all students.
RESPONSIBLE TO	Headteacher
RESPONSIBLE FOR	No direct line management responsibility (may support student librarians or volunteers as directed)
LIAISING WITH (Working relationships)	Teaching staff, support staff, pupils, Literacy Lead, SEND staff, external library services and suppliers
HOURS OF WORK	19 hours per week – term time only
PAY GRADE	Grade D – NJC scale points 7 - 11
LOCATION	St Mary's Catholic Academy, Blackpool
DISCLOSURE LEVEL	Enhanced
MAIN/CORE DUTIES	<ul style="list-style-type: none"> Support students and staff in the effective selection and use of library resources for reading, research and curriculum-related activities. Actively support whole-school literacy and reading initiatives, including reading-for-pleasure activities, guided reading support and targeted literacy interventions as directed by the senior leadership team or heads of department. Provide practical support to students who require additional assistance to access reading or library-based learning activities, helping to build confidence and engagement. Carry out regular shelving, tidying, stock rotation and reorganisation of library resources to ensure materials are accessible, well-presented and accurately located. Contribute to the selection, organisation, cataloguing, maintenance and promotion of library stock and resources, ensuring materials are current, relevant and appropriate for pupils of different ages, abilities and backgrounds. Manage the library budget as allocated. Support the day-to-day operation of library management systems and technology, including ICT equipment, loan systems, photocopiers and digital resources. Supervise individuals and groups of pupils using the Library, maintaining a calm, safe and purposeful learning environment and promoting positive behaviour and independent study skills. Assist with the development and maintenance of an attractive and welcoming Library environment that encourages reading, curiosity and independent learning.

Job Description

MAIN/CORE DUTIES	<ul style="list-style-type: none">• Update and maintain library data and records as directed, including loan systems, stock records and reading or usage data.• Support the promotion of the Library through displays, events and communications.• Assist with engagement activities that encourage reading and library use.• Maintain confidentiality at all times and comply fully with data protection, safeguarding, health and safety and security procedures.
SERVICE PROVISION	<ul style="list-style-type: none">• Provide consistent, high-quality support to pupils and staff using the Library.• Ensure the Library environment is orderly, safe and conducive to learning.• Provide administrative support for library operations, including photocopying, filing and basic record keeping.
STAFFING AND STAFFING DEVELOPMENT	<ul style="list-style-type: none">• Support the induction of new or less experienced library staff or volunteers as directed.• Undertake training and professional development relevant to the role.
CORPORATE RESPONSIBILITY	<ul style="list-style-type: none">• Comply with policies relating to safeguarding, health and safety, confidentiality and data protection.• Support the ethos, values and aims of the Academy and Trust.• Attend and participate in relevant meetings and training.
SAFEGUARDING	The Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment and take individual responsibility for doing so.
GENERAL STATEMENT	This job description outlines the main duties and responsibilities of the post. It may be amended in consultation with the postholder to reflect changes in the role, commensurate with the grade and job title.

Person Specification

<u>Category</u>	<u>Essential Criteria</u>	<u>Desirable Criteria</u>
Qualifications	<ul style="list-style-type: none"> • Good standard of general education, including GCSE Grade C/4 or above in English and Maths (or equivalent). 	<ul style="list-style-type: none"> • Relevant qualification in Library and Information Studies or a Teaching Assistant qualification.
Experience	<ul style="list-style-type: none"> • Experience working with children or young people, preferably in an educational setting. • Experience in administrative tasks, including record-keeping and data entry. • Experience using ICT systems and office equipment. 	<ul style="list-style-type: none"> • Previous experience working in a library environment. • Experience delivering targeted reading interventions or literacy support. • Experience managing or monitoring a budget.
Knowledge & Skills	<ul style="list-style-type: none"> • Ability to support students with research, reading selection, and independent study. • Strong organisational skills for stock rotation, cataloguing, and resource maintenance. • Excellent communication skills to liaise with staff, pupils, and external suppliers. • Knowledge of safeguarding, data protection, and health and safety procedures. 	<ul style="list-style-type: none"> • Familiarity with specific Library Management Systems (LMS). • Knowledge of current children's/young adult literature to promote reading for pleasure. • Ability to create engaging displays and promotional materials for the library.
Personal Attributes	<ul style="list-style-type: none"> • Commitment to the ethos, values, and Catholic mission of the Academy and Trust. • Ability to maintain a calm, safe, and purposeful learning environment. • A flexible approach to work and a commitment to professional development. • High level of integrity and the ability to maintain confidentiality. 	

Safeguarding Information

Introduction

The Blessed Edward Bamber Catholic Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. The Trust complies with the statutory legislative requirements and guidance that seeks to protect children, including 'Keeping Children Safe in Education' guidance. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Safer Recruitment

Job descriptions and person specifications make reference to safeguarding and child protection. All posts are subject to satisfactory completion of enhanced Disclosure and Barring Service certificate (DBS) checks. All advertisements include a safeguarding statement and commitment.

Application Stage

All applicants are scrutinised to verify identity and academic qualifications. Professional references are requested using our standard pro-forma for short-listed candidates. As a minimum, references should be from the two most recent employers and a Parish Priest if applicable. References are checked against previous employment history and gaps in employment. Professional references must be obtained from work email addresses. Our standard reference proforma makes reference to suitability to work with children and young people. The application form requires applicants to complete a disclosure of any criminal convictions.

Short listing

Only those candidates meeting the criteria outlined in the person specification will be shortlisted. All short-listed candidates will be subject to an online search as part of our safer recruitment due diligence.

Interview

Shortlisted candidates will take part in an interview and selection process. Candidates will be asked to address any discrepancies or gaps in their employment history. Candidates will be reminded of their responsibility to disclose any criminal convictions if they have not already done so. Proof of identity, qualifications and right to work in the UK must also be provided at interview.

Appointment

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts. Other pre-employment compliance checks will be carried out. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, online searches, medical check, evidence of qualifications plus verification of the right to work in the UK. For teaching positions, barred list checks and prohibition from teaching checks will also be carried out. For leadership positions, section 128 checks will be performed. All staff will receive a comprehensive induction programme covering all aspects of safeguarding and health and safety.

Probation

All new staff will be subject to the trust probation procedures for a period of 6 months. The probation period is to enable the assessment of an employee's suitability for the job and which includes a review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification. This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

Equal opportunities

BEBCMAT recognises the value of, and seeks to achieve a diverse workforce. BEBCMAT takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and respect, irrespective of their differences. The Trust is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

General Data Protection Regulation

BEBCMAT is committed to ensuring that the privacy of an individual is protected. By signing a contract of employment, the employee is agreeing to the Trust processing their personal data, including 'sensitive personal data' as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/or administrations, as well as complying with applicable laws, regulations and procedures. The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to the Trust. A full list of these organisations is available on request from the CFO.

