



St Augustine's Catholic College

Together we're stronger

Candidate Information Pack

Teacher of RE





Welcome from the Head Teacher

Thank you for your interest in this exciting opportunity to join St Augustine's Catholic College. As a Catholic Lasallian College, we are part of a global network of educational institutions inspired by St. John Baptist De La Salle, the patron saint of teachers. His mission was to provide the highest-quality education to those most in need, always honouring the dignity of each child as a **'son or daughter of a great King.'** We strive to live by this vision every day, fostering a welcoming environment where all students and staff feel valued and included. Our recent Catholic School Inspection judged us to be 'Outstanding' in every category describing us as being a **'safe, happy and authentic catholic school' (April 2026)**

We are seeking a passionate and aspiring colleague to join our dedicated staff team and make a meaningful contribution to our community. At St Augustine's, we are committed to sustainable growth and improvement in a constantly evolving world. Our recent OFSTED inspection highlighted this commitment: *"The desire to provide educational opportunities which make individuals the best that they can be drives all that the school does."* For us, this means not only achieving academic excellence but also nurturing well-rounded individuals who are ready to make a positive impact on society.

In recent years, our journey of continuous improvement has led to a complete revision of our curriculum, the introduction of an incremental coaching programme for all teachers, and the development of a behaviour system that ensures students can learn in a disruption-free environment. Central to our mission is our focus on inclusion, which seeks to ensure that every learner can access the curriculum and the opportunities they deserve and are entitled to. St Augustine's is consistently a high-performing school, with academic achievements well above national averages, reflecting both the quality of our education and the dedication of our students.

Developing the capacity of leadership throughout the College at all levels is at the heart of how we seek to unlock the potential in everyone. We look forward to learning more about what you can bring to our team and how we can support you on your journey to reaching your full potential.

Aidan Dowle
Head Teacher

If you have any further questions, or would like to arrange a visit, please do not hesitate to contact HR on 01225 362007 or by email at hr@st-augustines.wilts.sch.uk.





Mission Statement

This statement combines the reflections of staff and students (2024/25)

"At St Augustine's we aim to deliver a high-quality education that inspires students and staff to explore their unique gifts, realise their full potential, and contribute meaningfully to an everchanging world.

As a Catholic Lasallian College, we are dedicated to creating a safe, welcoming and inclusive community where every individual's dignity is respected, valued, and supported.

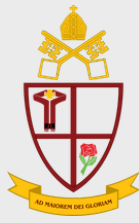
Guided by our faith and rooted in Gospel values, we believe that 'Together, we are Stronger.' (1)"

"To touch the hearts of your students is the greatest miracle you can perform"

St John Baptist De La Salle



(1)The title of our College Song



Safeguarding Statement

St Augustine's Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors, volunteers, visitors and anyone working on behalf of the College to share this commitment.

We recognise that the welfare of the child is paramount. All children and young people have the right to grow up in a safe, caring and supportive environment, and to be protected from harm, abuse, neglect and exploitation, including online harm. Safeguarding includes providing help and support as soon as problems emerge, protecting children from maltreatment, preventing impairment of children's mental and physical health or development, and taking action to enable all children to have the best outcomes.

As a Catholic Lasallian College, we are committed to recognising and protecting the dignity of every child. We seek to create a culture where students feel safe, valued, listened to and respected, and where adults act swiftly and appropriately when concerns arise. We work in partnership with children, parents and carers, the local authority and other agencies to promote children's welfare and ensure that concerns are responded to effectively.

The College's safeguarding arrangements apply to **all** staff employed by the college and any associated organisation, volunteers, governors, contractors and anyone working on behalf of St Augustine's Catholic College. All staff receive appropriate safeguarding training and are expected to understand their responsibilities in line with statutory guidance, including Keeping Children Safe in Education and Working Together to Safeguard Children.

We will safeguard and promote the welfare of children and young people by valuing them, listening to them and respecting them; involving them appropriately in decisions that affect them; ensuring staff and volunteers understand and follow the College's safeguarding and child protection procedures; sharing information with relevant agencies where necessary; and working with parents and carers appropriately in the best interests of the child.

St Augustine's Catholic College is committed to safer recruitment. All appointments are made subject to satisfactory pre-employment checks. The College will scrutinise application forms, explore gaps or inconsistencies in employment history, seek appropriate references, and raise any safeguarding-related concerns with candidates as part of the recruitment process.

Where a role involves regulated activity with children, it is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children. In line with Keeping Children Safe in Education, shortlisted candidates may be subject to online searches as part of the College's due diligence checks.

The College has clear procedures for managing safeguarding concerns, allegations against adults, low-level concerns and whistleblowing. All staff and volunteers are expected to follow the Staff Code of Conduct and to report concerns promptly through the College's safeguarding systems and procedures.





About the role

St Augustine's Catholic College is seeking a passionate and dedicated Teacher of Religious Education to deliver high-quality teaching rooted in the Catholic faith, enabling students to develop a strong understanding of Catholic theology while engaging thoughtfully with other religions and worldviews. The successful candidate will inspire students' spiritual, moral and academic development, contributing actively to the Catholic ethos and life of the school.

The College is a caring and inclusive Catholic community where every child is valued and supported to achieve their full potential. Rooted in the Catholic ethos of the College, we are guided by the values of dignity, respect, service and compassion. Inclusion is central to our mission: every student is valued as an individual, and we strive to ensure that all learners are fully supported to thrive academically, socially and emotionally within a caring and faith-filled environment.

You will play a key role in planning and delivering an engaging and inclusive curriculum, using effective teaching and assessment strategies to ensure strong progress for all learners. Working collaboratively with colleagues, you will also contribute to the wider Catholic life of the school, supporting students to reflect on questions of faith, morality and social justice while fostering a respectful and values-driven learning environment.

St Augustine's staff are highly skilled, reflective practitioners who are committed to continuous professional development and to delivering the highest standards of teaching and learning. If you are passionate about inclusion, eager to support student progress, and looking to develop your career within a values-driven Catholic school community, we would be delighted to hear from you





Job Description

St Augustine's Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post requires a satisfactory enhanced DBS disclosure.

Job Title:	Teacher of RE
Reports to:	Head of RE
Pay:	MPS/UPS
Hours:	Full Time

Job Purpose:

To deliver high-quality Religious Education that is rooted in the Catholic faith, enabling students to develop a secure knowledge and understanding of Catholic theology while engaging critically and respectfully with other Christian traditions and world religions.

The post holder will support students' spiritual, moral and academic development, contributing actively to the Catholic ethos, mission and life of the school.

Key Responsibilities

Teaching and Learning

- To plan and deliver high-quality Religious Education lessons across the appropriate key stages, in line with the Religious Education Directory (RED) and relevant examination specifications.
- To teach Catholic Christianity as the core of the curriculum, while ensuring accurate, balanced and respectful teaching of other Christian denominations and world religions.
- To promote students' spiritual, moral, social and cultural development, supporting reflection, ethical reasoning and personal understanding of belief and values.
- To use a range of effective teaching and assessment strategies to secure strong progress and outcomes for all students, including those with SEND and those who are disadvantaged.
- To prepare students effectively for GCSE and/or A Level Religious Studies, where applicable.
- To establish a classroom environment that reflects the values and expectations of a Catholic school, including respect, dignity and compassion.

Curriculum, Assessment and Section 48

- To contribute to the planning, delivery and ongoing review of a coherent, sequenced Religious Education curriculum that supports the Catholic life of the school and meets Section 48 expectations.
- To support the department in ensuring that Religious Education makes a significant contribution to the Catholic identity, mission and ethos of the school.
- To assess, monitor and track student progress effectively, using assessment to inform planning and targeted support.
- To contribute to departmental self-evaluation and improvement planning, including preparation for Section 48 / CSI inspection.
- To ensure that teaching and learning in RE reflects high academic standards and supports students' personal and spiritual development.

Catholic Life of the School

- To support and promote the Catholic Lasallian ethos and mission of the school through professional conduct, relationships and classroom practice.
- To contribute, where appropriate, to the liturgical and prayer life of the school, including assemblies, acts of worship and key celebrations.
- To support students in engaging with questions of faith, belief, morality and social justice, including themes drawn from Catholic Social Teaching.
- To work collaboratively with colleagues in supporting the wider Catholic life of the school community.
- While the post holder is not required to be a practising Catholic, they must be willing to support and uphold the Catholic ethos, mission and values of the school.

Pastoral Responsibilities

- To act as a form tutor, when required, providing consistent pastoral support and guidance to students.
- To promote positive behaviour, wellbeing and inclusion in line with school policies and shared values.
- To build strong professional relationships with students, parents and carers to support student progress and wellbeing.

Professional Responsibilities

- To meet the Teachers' Standards and uphold high expectations for professional conduct.
- To engage fully in professional development, including training related to Religious Education, Catholic education and Section 48.
- To work effectively as part of the RE department and wider staff team, contributing positively to meetings, CPD and whole-school initiatives.
- To reflect on practice and seek support and guidance as appropriate, whether as an Early Career Teacher or an experienced practitioner.

Safeguarding

- To uphold the school's commitment to safeguarding and promoting the welfare of children and young people.
- To act in accordance with statutory safeguarding guidance and school policies at all times.

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not themselves justify the re-evaluation of the post. In cases, however, where a permanent and substantial change in duties and responsibilities of the post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.



Person Specification

	Essential Requirements	Desirable Requirements	How identified
Qualifications and training	<ul style="list-style-type: none"> · Qualified Teacher Status (QTS) (or working towards QTS for ECTs) · A degree in Religious Education, Theology, Philosophy or a closely related subject 	<ul style="list-style-type: none"> · Postgraduate qualification in Education or Theology · Evidence of relevant and sustained professional development in Religious Education 	Application form / interview
Experience	<ul style="list-style-type: none"> · Ability to plan and deliver high-quality teaching that secures strong progress and outcomes · Experience of, or clear potential for, teaching Religious Education across the appropriate key stages · Ability to plan lessons that meet the needs of all learners, including those with SEND and those who are disadvantaged · Willingness to contribute positively to the wider life of the school 	<ul style="list-style-type: none"> · Experience of teaching GCSE and/or A Level Religious Studies · Experience of working within a Catholic school or faith-based setting · Experience of contributing to curriculum development or departmental improvement 	Application form / interview
Knowledge and skills	<ul style="list-style-type: none"> · Secure subject knowledge in Religious Education, including Catholic Christianity and world religions · Understanding of effective teaching, learning and assessment strategies · Awareness of the role of Religious Education within a Catholic school · Understanding of the importance of RE in contributing to students' spiritual, moral, social and cultural development · Awareness of safeguarding responsibilities and child protection procedures 	<ul style="list-style-type: none"> · Familiarity with the Religious Education Directory (RED) · Awareness of Section 48 / Catholic Schools Inspection expectations · Understanding of Catholic Social Teaching and its relevance to RE 	Application form / interview
Skills and abilities	<ul style="list-style-type: none"> · Ability to communicate clearly and effectively with students, colleagues and parents/carers · Ability to engage, motivate and challenge students of all abilities · Strong organisational and time-management skills · Ability to reflect on practice and respond positively to feedback and support · Ability to work collaboratively as part of a team 	<ul style="list-style-type: none"> · Ability to contribute to enrichment activities related to Religious Education · Confidence in using digital technologies to enhance teaching and learning 	



Person Specification

	Essential Requirements	Desirable Requirements	How identified
Personal qualities	<ul style="list-style-type: none"> · Commitment to high standards and inclusive education · Respect for and willingness to support the Catholic ethos, mission and values of the school · Professional integrity, resilience and adaptability · Commitment to continuous professional development · Positive, reflective and solution-focused approach 	<ul style="list-style-type: none"> · A practicing Catholic or a person of Faith involved in a church community or ministry 	Application form / interview
Other	<ul style="list-style-type: none"> · Commitment to safeguarding and promoting the welfare of children and young people · Willingness to play an active role in the wider life of the school • Commitment to the Catholic ethos, mission and values of the College • Commitment to the success, progress and wellbeing of all students • Willingness to play an active role in the wider life of the school 	<ul style="list-style-type: none"> · Experience of contributing to the Catholic life of a school community · Experience of organizing and leading retreats with young people. 	



A Career at St Augustine's

St Augustine's Catholic College is seeking to appoint outstanding individuals. Staff are our most valued asset and we aim to support them both in their current roles and to develop them for future careers. Working alongside the teaching staff, we have a skilled support staff team who perform vital roles within the College. Continuous professional development plays an important role in ensuring that the quality of teaching is very high within the College. There are many opportunities for development, with staff working collaboratively with neighbouring secondary schools within the area.

Professional Development

We are an SSAT leading edge College and use the TEEP model as a framework for Teaching and Learning, and development of outstanding practise. At St Augustine's, we tailor CPD to an individual's aspirations and make sure that lesson observations are developmental and thoroughly supportive. We run pop up hotspots led by staff, to coach and mentor one another, encouraging a culture of collaboration. All support staff meet annually with their line manager to discuss their career aspirations and how the College could help support those. There is a well-developed induction programme to ensure that new staff settle in well and any additional needs are discussed. Training courses on a wide range of topics are available and the College is always open to consider appropriate professional qualifications. Staff are encouraged to join supportive peer groups which may be comprised of local or national colleagues working in a similar role and the College works hard to foster links with other local schools to share ideas and support each other. Support staff are considered integral to the successful running of the school and are expected to take part in whole school training and team building events where appropriate.

Cyclescheme

St Augustine's Catholic College is a registered employer of the Cyclescheme which is the UK's most popular Cycle to Work benefit, providing staff members with the opportunity to purchase a bike of their choice, tax free. Staff can save 25-39% of the cost of a new bike and accessories whilst also spreading the cost. Payments are deducted via payroll over a term of 12 months.

Staff Wellbeing

A Staff wellbeing group has been set up, giving opportunities for staff to suggest strategies that would possibly impact wellbeing, alongside regular wellbeing audits. We pride ourselves on being a family-centred College, with policies such as Shared Parental Leave and Flexible Working to reflect this.

We understand the importance of a healthy work/life balance so we make sure that there is minimal report writing and data capture is measured and timely – we report progress two or three times a year (depending on year group).

We also have a marking and feedback policy that considers a teacher's workload and is tailored to each individual department.



Pension Scheme Contributions

The Local Government Pension Scheme (LGPS) is available to all support staff and is a Defined Benefit pension scheme based on your salary and how long you have paid in. It offers a secure income for life which increases every year in line with inflation. The College pays in a large percentage to ensure that your fund is sufficient at the time you retire.

Benefits are:

- You will receive tax relief on the contributions you pay (calculated as a % of your annual pay)
- You have the option to increase your own contributions
- There is a 50/50 option where you can pay half of your normal contribution in return for half your normal pension when times are financially tough
- Your family receives immediate life cover and there is a pension for your spouse or partner and eligible children in the event of your death in service
- If you become seriously ill you can take your pension straight away
- Your pension is normally payable from your normal pension age but you can choose to retire or flexibly retire any time after 55 which will increase or decrease your pension.

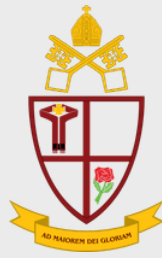
The Teachers' Pension scheme is available to all teaching staff and is a Defined Benefit pension scheme based on your salary and how long you have paid in. It offers a secure income for life which increases every year in line with inflation. The College pays in a large percentage (currently 28.68%) to ensure that your fund is sufficient at the time you retire. Benefits are:

Support

The school calendar and training is planned in advance across the whole year so people know what is happening and when. We have a highly effective and proactive support staff that play an important role in supporting teaching and learning, including an in-house cover supervision team.

Community Focused

At St Augustine's we are a community working together with a common purpose and motivation. An important part of working together as a community involves valuing each other, working together and living in friendship; empowering us all to be the best we can be. Our aim is to ensure that all staff feel welcome, recognised and valued as members of our inclusive Christian community. Every member of staff is treated with equality, dignity, and respect; staff are protected from discrimination, and diversity is embraced. We aim to give every member of staff equal access to opportunities, while catering to individual needs, which will allow them to contribute fully and fairly to flourish in our faith community.



How to apply

If you feel that you would like to join this thriving department, and that you can offer what we seek, please complete the application form via MyNewTerm. Please consider all the details of the candidate information pack, complete all sections of the application form including your supporting statement that sets out your interests in this post, how you meet the requirements for this role and your ambitions for the College.

Completed application forms should be returned via email to HR@st-augustines.wilts.sch.uk before the deadline date.

Applications will be reviewed as they are received. Early application is therefore advised with interviews possibly being arranged in advance of the closing date.

St Augustine's Catholic College reserves the right to make an appointment before the closing date.

To arrange a tour or an informal conversation about the role, please email **HR@st-augustines.wilts.sch.uk**

Please visit our website at **www.st-augustines.wilts.sch.uk** for more information about our College.



St Augustine's Catholic College

Together we're stronger



Headteacher: Aidan Dowle
Wingfield Road,
Trowbridge,
Wiltshire,
BA14 9EN
01225 350001

www.st-augustines.wilts.sch.uk