



The Salesian Academy of

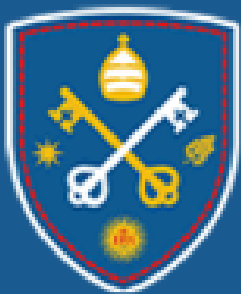
St. John  
Bosco

# RECRUITMENT PACK

## Teacher of Religious Education

Enabling schools, aspiration, and  
faith to flourish by:

**Uplifting Hearts, Inspiring Minds**



Pope Francis

Catholic Multi Academy Trust

# Welcome from the CEO



**Pope Francis**  
Catholic Multi Academy Trust



Dear Candidate,

Thank you for your interest in Pope Francis Catholic Multi Academy Trust. We were the first of the permanent Catholic Multi Academy Trusts (CMATs) set up by the Archdiocese of Liverpool and whilst our first three schools were subject to academy orders, we have recently been joined by four primary schools (September 2024) with at least two other schools joining the Trust family this year.

Pope Francis Catholic Multi Academy Trust aims to provide the very best Catholic education for the young people in our schools. We are enabling schools, aspiration and faith to flourish by: 'Uplifting Hearts, Inspiring Minds'.

Being part of a Trust is like a family of schools at which you are always welcome, and which help each other to provide better opportunities for all staff, pupils and our local communities. Our aim is to facilitate Catholic schools to retain their identity and history, whilst supported by trust that offers systems, services and a policy framework that allows all its schools and academies to flourish. Pope Francis CMAT ensures all students receive an excellent Catholic education, knowing more, remembering more and achieving the best outcomes they can.

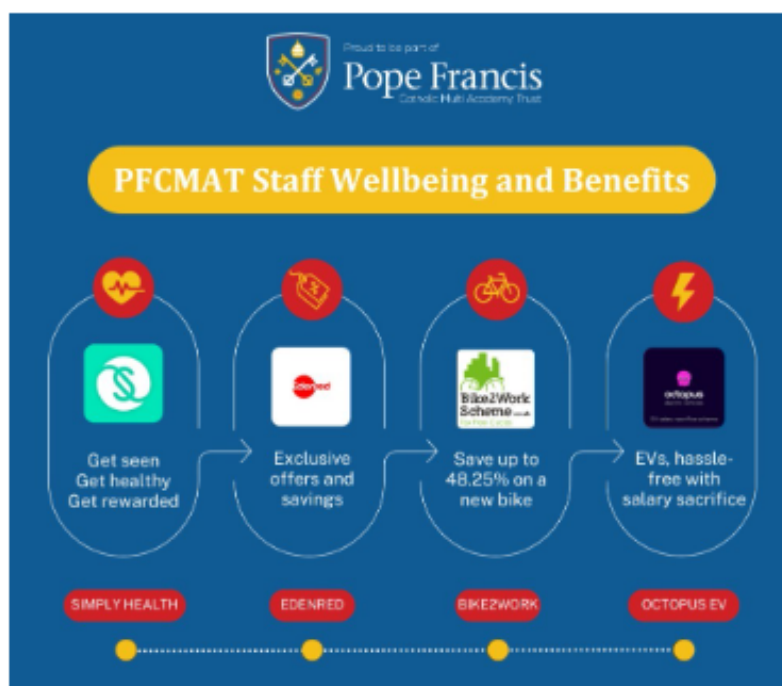
## What We Can Offer

We recognise that employee wellbeing and work-life balance are essential to thriving in the workplace. The Trust places a high value on providing a range of benefits for all colleagues, beyond the essentials of receiving professional recognition, networking and CPD, commensurate financial reward and job satisfaction.

Take a look at our website and social media to get a sense of the support that we provide to all our employees, including our full staff benefits package: [www.pfcmat.org/Staff-Benefits-Package/](http://www.pfcmat.org/Staff-Benefits-Package/)

We will be delighted to have informal conversations with potential candidates before the closing date.

CEO  
Pope Francis CMAT



# Welcome from the Headteacher



The Salesian Academy of  
**St. John  
Bosco**



Dear Candidate,

As the Headteacher of The Salesian Academy of St John Bosco I am delighted with your interest in joining our team.

At our academy, we have a clear and inspiring vision: to be a school defined by our faith and the strength of our Salesian and Catholic values, becoming the number one choice for families in our community. This ambition is supported by the robust partnership between Pope Francis Catholic Multi Academy Trust and the Salesians.

In the spirit of St. John Bosco, we are committed to ensuring that every pupil knows they are valued and loved. Our goal is to provide an education that nurtures their diverse talents, fosters both academic and personal excellence, promotes health and safety, and empowers them to make meaningful contributions to society. We are also excited about the upcoming transition to our new school building in 2026 - an inspiring environment for both staff and pupils.

We take great pride in our recent Catholic School Inspection, which found six out of nine core areas to be Outstanding and three to be Good, and which reflects our unwavering commitment to nurturing both the faith and academic potential of our students. Our Religious Education department is at the heart of our school community and has been recognised as having an outstanding leadership, inspiring students to deepen their understanding of faith, morality, and social justice. **We are seeking a passionate and dedicated Religious Education Teacher who will not only deliver engaging lessons but also contribute to the spiritual life of our school. If you are someone who shares our mission and values, we warmly invite you to consider joining our exceptional team.**

If you believe you possess the qualities, skills, and experience we seek - along with the enthusiasm, knowledge, and resilience to positively impact the future of our school. I eagerly await your application. Tours of the School are available on request, please contact Mrs B. Deegan on [b.deegan@sjb.pfcmat.org](mailto:b.deegan@sjb.pfcmat.org) to arrange.

Thank you for considering this opportunity.

Sue Bourgade  
Headteacher

*"All staff serve as outstanding role models, and this ensures that the school's Salesian charism is fully reflected in their work. Pastoral care is outstanding, with a real focus on supporting the most vulnerable within its community." **Catholic Schools Inspection, 2024***

# Why Choose Our School?

## Our School Mission, Vision and Values

To be a Catholic School that seeks to appreciate and develop the talent and skills of each individual. We aim to instil the Salesian values of Respect, Understanding, Affection and Humour RUAH.

These four values underpin every aspect of our school life and together spell out the Hebrew word for 'breath of life' or 'spirit'. These values are evident in our orderly and settled environment, where we insist on the highest standards of politeness, behaviour and appearance.

*Young people not only need to be loved, they need to know that they are loved."*

This is one Don Bosco's most important statements about working with young people. He was the founder, in 1859, of the congregation of Salesian Priests and Brothers and has a special place in the life of the Catholic Church, as a saint and visionary educator. He sought to bring the love of God to young people, so that they would know they were valued and rich in potential.

And so, in this increasingly secular world, we are proud to be part of a worldwide Catholic Salesian community that has young people 'our future' at the heart of its Mission and Vision.

**Our Catholic Schools Inspection in January 2025 shows how we live out these values: "Pupils fully understand the school's mission statement, speaking eloquently about respect, understanding, affection and humour. They know that they are loved and know that they have to model that to feel loved themselves."**



Proud to be part of

**Pope Francis**  
Catholic Multi Academy Trust



The Salesian Academy of  
**St. John  
Bosco**





# Application Process



## The Role

Are you passionate about inspiring young people in their faith and academic journey? Do you want to be part of an community-centric Catholic school to help us to continue to build excellence in religious education?

We are proud to have achieved a very strong Catholic School Inspection in January 2025, which celebrated our pastoral care, pupil behaviour and leadership in religious education. To continue to enhance our provision, we are seeking a dedicated and inspiring Religious Education Teacher to join our thriving RE department, joining our welcoming and faith-filled community, with high-quality CPD and opportunities for professional development.

Join us in our mission to educate, inspire, and guide the next generation in faith and knowledge.

## How to apply:

To apply for this post, please use our website 'Vacancies' page, on which you can find each document to be completed and submitted alongside your cover letter, including:

- CES Application Form
- CES Consent to Obtain References CES
- Monitoring Form
- Rehabilitation of Offenders Act 1974 Disclosure Form
- Covering letter stating how your skills and experience meet the job description and person specification.

**Closing Date:** Thursday 17th April at 9am

**Interviews will be held:** week commencing Tuesday 22nd April

**Completed applications should be clearly marked with the post title and returned electronically for the attention of Mrs B.Deegan at [b.deegan@sjb.pfcmat.org](mailto:b.deegan@sjb.pfcmat.org).**

Please note - we reserve the right to make an appointment before the closing date. Candidates are therefore encouraged to apply as soon as possible

If you have any feedback on the application process and how we can make it more accessible, please let us know via [info@pfcmat.org](mailto:info@pfcmat.org). Pope Francis Catholic MAT and The Salesian Academy of St John Bosco are committed to safeguarding and promoting the welfare of children and young people, and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check. **[Please see the link to our school's Child Protection Policy here.](#)**

# Job Description



The Salesian Academy of  
**St. John  
Bosco**

## Main Areas of Responsibility

- Teaching assigned groups of pupils in RE to enable them to progress
  - Actively promoting the progress of pupils in RE through teaching that meets their learning needs, accurate assessment of their work and regular feedback on how to reach the next grade or level.
  - Ongoing professional development and training.
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- Carrying out regular assessment of pupil progress, recording progress data on the school data system and using this data to target intervention strategies at pupils who are not making the required progress.
  - Actively contributing to strategies to enhance literacy and numeracy across the curriculum.
  - Promotion of the wellbeing of pupils across the school through roles such as being an active form tutor.
  - Contributing to courses and schemes of work across the RE Department
  - Delivery of curriculum enrichment and extracurricular activities.
  - Maintaining good discipline amongst pupils.
  - Maintaining pupils' health and safety
  - Attendance at departmental and parental meetings as required
  - Undertaking emergency cover
  - Preparing pupils for public examinations
  - Contributing to aspects of school management
  - Undertaking agreed organisational and administrative tasks
  - Carry out additional tasks as commensurate with the post, and as required by the Headteacher.

**Post Title:** Teacher of Religious Education

**Pay Scale:** Main scale or UPS (£31,650 to £49,084)

**Contract:** Permanent

**Start date:** September 2025

## **Other Responsibilities**

These include the ability to:

- Achieve performance criteria and targets set out in the performance management process
- Undertake an appropriate programme of teaching in accordance with a standard scale teacher
- Undertake the roles and responsibilities of a form tutor
- Undertake CPD and training as required, and actively engage with the performance management process.

*"One pupil commented, 'The school is like a moral compass, which helps with the decisions I make when I'm with my friends and the staff'. All staff, expertly led by senior leaders and the school's Chaplain, strive to offer opportunities that enable pupils to respond to the needs of their peers, the local community and those further afield." Catholic Schools Inspection, 2024*

# Person Specification



The Salesian Academy of  
**St. John  
Bosco**

**Applicants must meet all of the essential requirements for this post.**

Catholic Dimension	Essential	Desirable	Application / Interview
Understanding of the distinctive nature of Catholic Schools	Y		I
Strong support for our ethos and values as a Salesian Academy	Y		I
Safeguarding	Essential	Desirable	Application / Interview
Understanding and commitment to pupil welfare and safeguarding	Y		A / I
Qualifications and Training	Essential	Desirable	Application / Interview
A degree or equivalent qualification in Religious Education		Y	A / I
Qualified Teacher Status (QTS)	Y		A / I
Evidence of relevant professional development for this post		Y	A / I
Experience	Essential	Desirable	Application / Interview
Experience of teaching in an 11-16 school	Y		A / I
Proven successful classroom practitioner		Y	A / I
Experience working with parents/carers to support pupil welfare and achievement.		Y	A / I
Knowledge of how to meet the needs of pupils in specifically defined groups: SEND, Disadvantaged, Most Able	Y		A / I

# Person Specification



**Applicants must meet all of the essential requirements for this post.**

Job Related Skills and Knowledge	Essential	Desirable	Application / Interview
The ability to effectively analyse internal and external data to track progress of pupils and evaluate curriculum impact in RE		Y	A / I
The ability to maintain and improve, where necessary, pupil behaviour	Y		A / I
The commitment and ability to deliver curriculum enrichment and extra-curricular activities	Y		A / I
The ability to use IT as a management and teaching tool in RE	Y		A / I
Personal Qualities	Essential	Desirable	Application / Interview
The ability to inspire pupils	Y		I
Excellent communication skills	Y		I
The ability to work collaboratively with others	Y		A / I
The ability to work effectively as a team	Y		A / I
To be self-reflective with the ability and desire to improve own performance	Y		I
Excellent record of personal attendance, punctuality and health	Y		A

**Applicants should be able to provide a well-constructed and concise application providing demonstrable evidence of the essential requirements for the role.**

**The Trust Board and its Local Governing Bodies are committed to safeguarding and promoting the welfare of children. This post is subject to the Enhanced Disclosure procedures.**



**Pope Francis**  
Catholic Multi Academy Trust