



St Benedict's Catholic College



TEACHER of RE Application Pack

Message from the Principal

St Benedict's Catholic College is a highly respected and oversubscribed Roman Catholic 11-16 college serving Christian families throughout north-east Essex, we strive to promote the values of our Christian faith throughout our daily life.

Our 2023 Ofsted inspection found that we continue to be a good school, that we are a welcoming school with a strong ethos of caring for pupils and promoting academic achievement. We are recognised for many strengths of our college – as well as noting how well-behaved, confident and happy our young people are.

Student attainment at GCSE in the core subjects of English and mathematics, and in science and humanities subjects, is well above average. St Benedict's is a great place to be and I'm delighted that you are interested in applying to be part of our team.

As our mission statement says, we are proud to be an inclusive community where spiritual, emotional and academic growth are nurtured. We believe in putting learning first and striving for excellence

Our facilities are excellent and we have a rich variety of extra-curricular opportunities that underpin our academic success. The college is set in pleasant, spacious grounds which include hard play areas, playing fields and tennis courts. We have a well-equipped sports hall and fitness suite. Our chapel is used regularly by students and staff for worship, prayer and quiet reflection.

St Benedict's students develop into happy confident and self-aware young adults. There are many opportunities for them to thrive and shine, through high quality teaching and numerous clubs and activities.

We are looking for a Teacher of RE

The successful candidate will be:

- committed to providing the very best learning opportunities for their students
- able to challenge all students to make exceptional progress
- a strong team player who forms excellent relationships with staff, parents and students
- willing to support the strong Catholic ethos of our college

We can offer you:

- a warm and welcoming college with excellent links to parish communities
- enthusiastic and well-behaved students who are eager to learn
- supportive, hardworking staff, governors and parents
- opportunities to further your professional development

If you would like any further information, or would like to arrange an informal discussion, please contact Mrs Kylie Wallis, Head of Humanities on k.wallis@stbenedicts.essex.sch.uk

The post is required 1st September 2026. The closing date for applications is midnight on Sunday 12th April and interviews will be held week commencing 20th April 2026.

Applications will only be accepted on the college application form (which can be downloaded from our Website) and should be emailed to Mrs Catherine Simonelli, HR Administrator at c.simonelli@stbenedicts.essex.sch.uk CVs will not be accepted.

RECRUITMENT

For further details about the college, please go to our website www.stbenedicts.essex.sch.uk.

The Governing body is committed to safeguarding and promoting the welfare of all young people and expects all staff to share that commitment. The successful applicant will be required to complete an enhanced DBS check.

We look forward to hearing from you

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jo Santinelli', written in a cursive style.

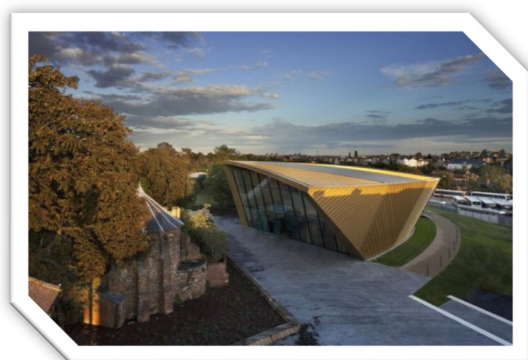
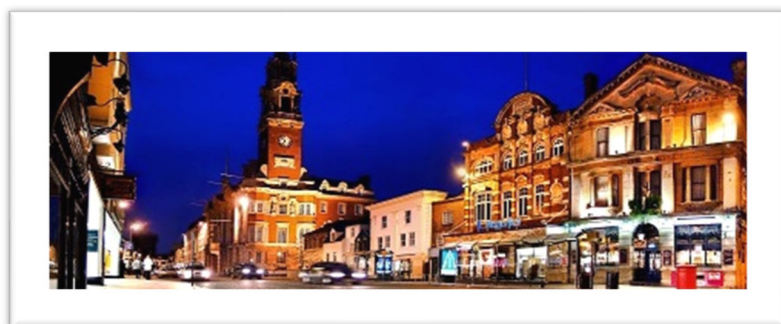
Jo Santinelli

Principal

Flavour of the local area

The College is situated a short walk from Colchester Town Centre, Britain's oldest recorded town.

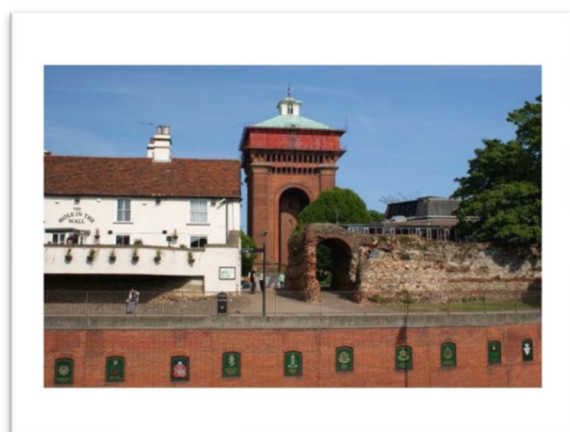
Colchester is a thriving, modern town with great visitor attractions, including the family favourites Colchester Zoo and Colchester Castle, as well as fantastic places to eat, drink and shop



There is a growing arts scene in the town, with two highly acclaimed local theatres and the renowned Firstsite and Minories Galleries hosting significant art exhibitions and installations.

The town also benefits from a wide range of excellent schools and colleges as well as being the home of Essex University's main campus.

Colchester also benefits from superb transport links, including excellent road links, direct rail lines going into London (which is less than an hour away), and easy access to London Stansted and London Southend Airports which fly to a growing number of destinations throughout Europe.



Humanities Faculty

The Humanities faculty comprises of 4 distinct subject areas: Religious Education, History, Geography and Business Studies.

The faculty currently comprises of 10 dedicated and specialist subject staff. The RE department has recently been inspected by the Diocese of Brentwood and the Section 48 report has judged the college to be outstanding. Results are excellent across all subject areas in the faculty, with pass rates regularly above 80% 9-4.

RE is central to the curriculum and the college: it is part of the core offer to students and all students take full course RE GCSE. Results for RE are high and the subject is taught by a group of committed teachers.

At KS3, we teach a bespoke curriculum which adheres to the Curriculum Directory for RE established by the Catholic Bishops of England and Wales.

At GCSE we teach the Eduqas GCSE Religious Studies Route B syllabus, with a focus on Foundational and Applied Catholic Theology and Judaism. RE is a core GCSE subject and is well respected by students, staff and parents alike. 2025 GCSE results saw over 90% of students achieving grades 9-4.

The department and faculty are well resourced: each student has access to online textbooks, there are a suite of laptops for faculty use and each classroom is well equipped with interactive screens and computers.

TEACHER OF RE – Job Description

St Benedict's Catholic College is an inclusive college with Christ at the Centre. We nurture spiritual, emotional and academic growth. We develop our gifts and talents through prayer, work and respect.

Teacher salary range: MPS/UPS

Responsible to: Head of Department

Job Purpose: To contribute to the work of the department in maximising the achievement of all students

To be accountable for the highest standards of achievement by all students taught, by monitoring, supporting and evaluating student achievement and setting targets for improvement

The Teachers' Pay and conditions Document specifies the general professional duties of a teacher. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

You are expected to meet the DfE Teachers' Standards

General Duties:

- To act professionally, as a positive role model for students
- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher
- To assess, record and report on the development, progress and attainment of students
- To participate in arrangements for preparing students for external examinations, assessing students for the purpose of such examinations, recording and reporting such assessments; and participating in arrangements for students presentation for, and conducting, such examinations
- To assist in making appropriate arrangements for classes when staff are absent
- To exercise due caution and observe Health and Safety requirements in the conduct of their work

Planning, Preparation and Assessment

- To plan and prepare courses and lessons, teaching, according to their educational needs, assigned students, including the setting and marking of work carried out by students in College and elsewhere
- To contribute to the whole College planning activities

Curriculum Provision

- To respond to curriculum development and initiatives at national, regional and local levels
- To share resources and to adhere to subject area policies, plans, targets and practices within the context of the College aims and policies
- To provide or contribute to written assessments, reports and references regarding the development, progress and attainment of all students taught

Staff Development

- To undertake appropriate CPD in line with college and departmental priorities
- To participate in the arrangements made for Performance Management Review
- To review, from time to time, methods of teaching and Schemes of Work.
- To participate in arrangements for further training and professional development as a teacher including undertaking training and professional development which aim to meet the needs identified in Performance Management objectives

Quality Assurance

- To participate in lesson observations in line with College policy and seek to implement modification and improvement where required.
- To contribute to the process of monitoring and evaluation of the curriculum in line with agreed College procedures, including evaluation against quality standards and performance criteria

Judge standards

- To agree, set and review targets for individual students and classes taught
- To discuss work, progress and attitudes with students

Evaluate teaching and learning

- Contribute to the evaluation of schemes of work to ensure that they focus on consistent and effective teaching and learning

Communication

- To provide effective communication/consultation as appropriate with the parents of students
- To communicate and co-operate with persons or bodies outside the College and participate in meetings arranged for the purposes of student progress

Personal Development and Wellbeing

- To promote and safeguard the welfare of children and young persons for whom specifically responsible or with whom there is contact
- To monitor and support the overall progress and well-being of individual students and class or groups of students.
- To ensure the Behaviour Management Policy is implemented, maintaining good order and discipline and safeguarding the health and safety of students, so that effective learning can take place, both when they are authorised to be on the College premises and when they are engaged in authorised College activities elsewhere.
- To make records on the personal and social needs of students.
- To positively use the College rewards system and sanctions and undertake appropriate actions
- To ensure that all students understand and are able to complete their work
- To ensure that all students complete their homework and coursework within set deadlines
- To contribute to PSHE, Citizenship and Enterprise Education according to College policy, providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice
- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description or to undertake alternative duties as agreed with the Principal.

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings and events with primary schools
- To contribute to the process of effective subject links with external agencies

Administration

- To participate in meetings at the College which relate to the curriculum for the College or the administration or organisation of the College
- To participate in meetings relating to pastoral and SEN arrangements for students as required
- To attend assemblies, registering attendance of students and supervising them
- To ensure that students are registered promptly and accurately using the electronic register wherever possible, whilst the group is silent
- To maintain appropriate records and to provide relevant, accurate and up-to-date information for the College management system
- To complete the relevant documentation to assist in the tracking of students

RECRUITMENT

- To participate in administrative and organisational tasks related to such duties as are described above, including the direction or supervision of persons providing support for the teachers in the College

This is a public facing role and the post holder must speak fluent English

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Principal to carry out additional duties within the context of the job, skills and grade

Person Specification

Qualifications and experience	Essential	Desirable
Degree standard or equivalent	✓	
Good pass in English GCSE (or equivalent)	✓	
Good pass in Maths GCSE (or equivalent)	✓	
A relevant degree (or equivalent)	✓	
Qualified Teacher Status	✓	
Experience of teaching at KS3 & KS4	✓	
Experience of being a form tutor / pastoral care of students	✓	
Personal Qualities		
Good organisational skills	✓	
Ability to work accurately with attention to detail	✓	
Stamina, energy, resilience and sense of humour	✓	
Calm and patient	✓	
Team player	✓	
Flexible	✓	
Skills and abilities		
Ability to set high expectations which inspire, motivate and challenge students	✓	
Ability to promote good progress and outcomes by students	✓	
Ability to demonstrate good subject and curriculum knowledge	✓	
Ability to plan and teach well-structured lessons based upon accurate assessment	✓	
Ability to adapt teaching to respond to the strengths and needs of all students	✓	
Ability to manage behaviour effectively to ensure a productive and safe learning environment	✓	
Ability to fulfil wider professional responsibilities	✓	
Ability to communicate and work effectively with parents & colleagues	✓	
Ability to meet all deadlines & work well under pressure	✓	
Demonstrate a clear commitment to develop and learn in the role	✓	
Able to effectively evaluate own performance	✓	



St Benedict's Catholic College

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www.stbenedicts.essex.sch.uk