

St Bernadette

Catholic Secondary School



Second in Learning -

English

Application Pack



Welcome

Dear Applicant,

We are delighted that you are considering applying for the role of Second in Learning in English at St Bernadette Catholic Secondary School.

At St Bernadette's, we are a school with high ambition, strong Catholic values, and a commitment to excellence. Our recent Ofsted inspection (January 2025) reaffirmed our strengths, grading us as a Good school, with inspectors praising the quality of teaching, high expectations, and a positive, supportive environment.

This is a unique opportunity to shape the academic direction of a thriving school, leading on quality of education, and professional development to ensure every child receives an education that mirrors our school vision for excellence in faith and learning. You will play a pivotal role in our continued improvement journey, ensuring that our evidence-based teaching approach, including Rosenshine's Principles, instructional coaching, and collaborative professional development, creates an environment where both students and staff excel.

If you are an ambitious, inspiring, and innovative leader, we would love to hear from you.

If you would like to discuss the role further or arrange a tour of the school, please contact Steph Lindley, Headteacher's PA at lindleys@stberns.bristol.sch.uk.

Best wishes,
Edward Walker
Headteacher



Second in Learning - English



Required: 1st September 2025
Salary: MPS/UPS plus TLR 2b £5646
Location: Whitchurch, Bristol
Contract Type: Full Time
Contract Term: Permanent

The Governing Body of this successful 11-16 school is seeking to appoint a well-qualified and passionate Second in English teacher. This is a fantastic opportunity to build on the faculty's strong foundations and contribute to the continued pursuit of Excellence at St Bernadette.

We are looking for someone who is:

- Committed to developing your teaching, you will make a full contribution to this core faculty in our school.
- An enthusiastic English Teacher, with effective strategies to take the faculty and its students to even higher achievement.
- Well-organised, proactive, and a supportive team player.
- An excellent communicator, with good interpersonal skills at all levels

You will:

- Teach to KS4.
- Deliver agreed learning activities, which support the work of the faculty/school.
- Work as part of an ambitious team.

Contact us:

Email – recruitment@stberns.bristol.sch.uk

Website – www.stberns.bristol.sch.uk

Application forms are available on the CES [website](http://www.stberns.bristol.sch.uk) or by emailing recruitment@stberns.bristol.sch.uk

Closing date— 8am Monday 28th April 2025

Interviews— w/c 6 May 2025



About our School

St Bernadette's is a vibrant and successful secondary school located in Whitchurch, South Bristol. Our recent Ofsted inspection in January 2025 highlighted the strong leadership, high-quality teaching, and excellent pastoral care that characterize our school. Inspectors particularly praised the harmonious atmosphere, the positive relationships between staff and students, and the ambitious curriculum designed to meet the needs of all learners.

While our Catholic identity remains an integral part of our community, we pride ourselves on being a welcoming and inclusive school. Our mission is to support every student to achieve their potential, develop as confident and responsible individuals, and prepare for the opportunities and challenges of adult life.

Key Features of St Bernadette's:

- The school's Good rating was maintained in all areas at the most recent Inspection (January 2025).
- Graded as an Outstanding Catholic School in 2022 S.48 inspection
- A commitment to academic excellence and personal development.
- Strong systems of care, support, and guidance for all students.
- A vibrant and inclusive community with a focus on mutual respect and collaboration.





A community of faith

Our identity as a faith community is at the heart of all that we do. We are proud of our Catholic tradition and our partnerships with the Diocese of Clifton, our partner schools in the Aquinas Group and with St Brendan's Catholic College, which provides our Sixth Form. We celebrate each person's unique set of God-given talents and work hard to ensure pupils use them to the full. We were therefore delighted to be recognized as an outstanding Catholic school in our last Section 48 inspection.



Our faith is at the core of our daily life, our interactions with each other and our learning. As a school we come together as a faith community through assemblies, services and masses. We offer pupils opportunities for spiritual growth and development not only through Religious Education lessons but also through trips, retreats and school-based activities in our Chapel.

All curriculum areas within the school support and contribute to the faith life of the school. Each faculty has identified how it contributes to the mission of the school, as well as its contribution to Catholic Social Teaching.

Our pupils put their faith into action by helping others and each year raise thousands of pounds for a number of charities. Pupils are also involved in local community initiatives and we are always impressed by their generosity and energy in helping others.



A community of learning

St Bernadette's is an ambitious learning community. Our approach is underpinned by a research-informed approach to teaching. Our practice is guided by Rosenshine's principles, ensuring evidence-based strategies drive high-quality instruction. We are committed to fostering scholarship, encouraging pupils to embrace academic challenge, take responsibility for their learning, and strive for excellence.

Our broad and rigorous curriculum ensures all pupils achieve their full potential, balancing the depth of traditional subjects with the innovation of new technologies. Teaching is adapted through flexible groupings, allowing every pupil to access appropriately challenging content. Progress is closely tracked against ambitious targets, ensuring high expectations for all.

Scholarship is central to our ethos, now framed by six key attributes that shape our pupils as 'St Bernadette Scholars.' These attributes are explicitly developed through lessons, our reward system, and wider school life, embedding a culture of academic excellence.

Staff development is integral to our success. Our CPD model is structured around instructional coaching, WALKTHRUs, and collaborative expertise, ensuring continual growth through evidence-based practice. By investing in our teachers, we secure the highest standards of learning and aspiration, positioning St Bernadette's as the academic choice for the Catholic community.



Excellence at St Bernadette's



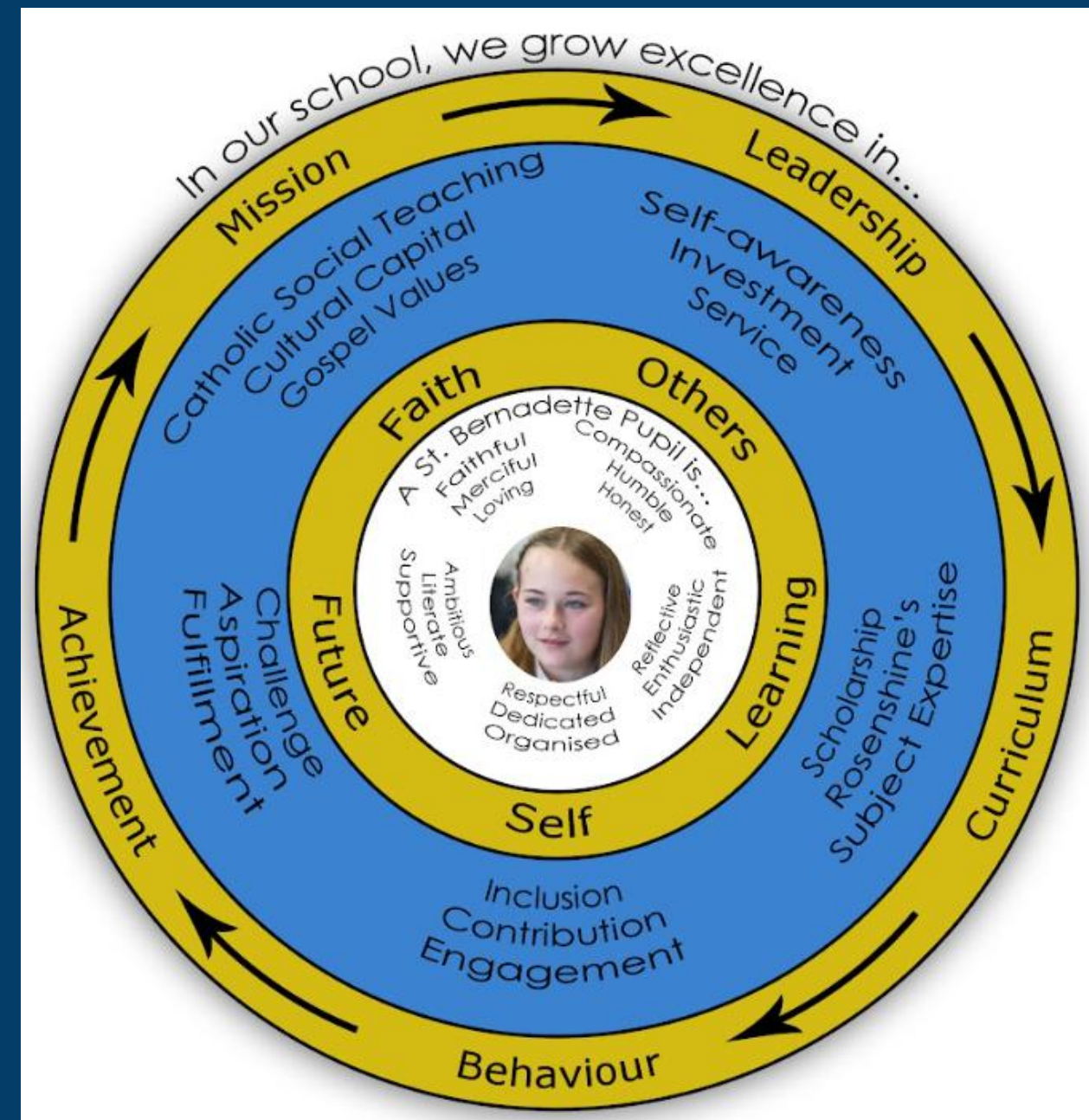
A Strong and Improving School

Our school continues to go from strength to strength. Recent data shows:

✓ **Academic Success** – Progress 8 and GCSE attainment have improved significantly, with students achieving strong outcomes across a broad and ambitious curriculum. Many of our pupils progress to top post-16 providers, including St Brendan's Catholic College and Russell Group universities.

✓ **Parent & Staff Confidence** – Over 90% of parents consistently recommend the school, reflecting our high expectations and strong relationships with families. Staff support for leadership is consistently high, with surveys showing deep trust in our vision and direction.

✓ **Outstanding Behaviour & Culture** – Our centralised behaviour system is highly successful, ensuring students can learn in a calm, structured, and aspirational environment. Behaviour is consistently praised by external visitors, and attendance continues to strengthen year-on-year.





Why work for us ?

Our 2025 Ofsted inspection highlighted:

- “The safe, welcoming, and inclusive environment we create for all pupils, ensuring they feel valued and supported.
- The high expectations we set for behaviour, leading to a calm and orderly learning environment.
- Our broad and ambitious curriculum, carefully designed to help pupils build their knowledge over time.
- The strong support for pupils with SEND, ensuring they can access learning effectively.
- The impact of our careers and personal development programme, preparing pupils well for their next steps.
- The strong leadership and governance ensuring that our shared vision for the school is clearly understood and supported.”

In addition we offer:

- A strong Catholic ethos - judged “Outstanding” in our 2022 Section 48 Inspection
- Happy, friendly and talented students
- Enthusiastic, committed and friendly staff and governors
- A full package of wellbeing and health support.



Job Specification



Purpose

- To assist the Head of Learning
- To raise standards of student attainment and achievement within the whole curriculum area and to monitor and support student progress.
- To be accountable for student progress and development within the subject area.
- To develop and enhance the teaching practice of others.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher of the school.
- To be accountable for leading, managing and developing the subject/curriculum area.
- To effectively manage and deploy teaching/support staff, financial and physical resources within the department to support the designated curriculum area.

Curriculum Provision and Development

- To liaise with the Deputy Head, Learning, to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements The School Improvement Plan/School Evaluation.
- To be accountable for the development and delivery of all subjects within the area.
- To lead curriculum development for the whole faculty.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To liaise with the designated SLT member to maintain accreditation with the relevant examination and validating bodies.
- To ensure that the development of subjects within the area is in line with national developments.

Operational/ Strategic Planning

To assist the Head of Learning:

- To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department.
- In the day-to-day management, control and operation of course provision within the department, including effective deployment of staff and physical resources.
- To actively monitor and follow up student progress.
- To implement School Policies and Procedures, e.g. Equal Opportunities, Health and Safety.
- To work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the School.
- To deputise for the Head of Learning and to lead the department in his/her absence.

Job Specification Continued



Curriculum Provision and Development

- Assist the Head of Learning and the Deputy Head (Learning & Teaching) to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.
- Assist in the process of curriculum development and change, so as to ensure the continued relevance to the needs of students, examining and awarding bodies, and the school's missions and strategic objectives.

Staff Development, Recruitment, Deployment of Staff

- Take part in the school's staff development programme by participating in arrangements for further training and professional development.
- Continue personal development in the relevant areas, including subject knowledge and teaching methods.
- Engage actively in the Performance Management Review process.
- Ensure the effective/efficient deployment of classroom support.
- Work as a member of a designated team and to contribute positively to effective working relations within the school.
- Lead the designated team in the absence of the Head of Learning.

Self evaluation

- Help to implement, and to adhere to, school self evaluation systems.
- Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- Review, from time to time, methods of teaching and programmes of work.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information

- Maintain appropriate records and to provide relevant, accurate and up-to-date information for SIMS, registers etc.
- Complete the relevant documentation to assist in the tracking of students.
- Track student progress and use information to inform learning and teaching.

Job Specification Continued



Communications

- Communicate effectively with the parents of students as appropriate.
- Where appropriate, communicate and co-operate with persons or bodies outside the school.
- Follow agreed policies for communications in the school.
- Take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with partner schools.
- Contribute to the development of effective subject links with external agencies.
- Maintain appropriate records and to provide relevant, accurate and up-to-date information for SIMS, registers etc.
- Complete the relevant documentation to assist in the tracking of students.
- Track student progress and use information to inform teaching and learning.

Pastoral System

- To be a Form Tutor to an assigned group of students.
- To monitor and support the overall progress and development of students within the faculty.
- To monitor student attendance, together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To act as a Form Tutor and to carry out the duties associated with that role, as outlined in the generic job description.
- To contribute to Citizenship and PSHE programmes according to school policy.
- To ensure the Behaviour Management system is implemented in the faculty, so that effective Learning can take place.

Teaching

- Undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.

Other Specific Duties

- Play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- Support the school in meeting its legal requirements for worship.
- Promote actively the school's corporate policies.
- Continue personal development as agreed.
- Comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- Undertake any other duty as specified by STP&CD not mentioned in the above

Person Specification



Essential	Desirable
Ethos	
Willingness to support the Christian character of St Bernadette	Catholic
Qualifications	
Graduate Qualified Teacher status	Good Honours Graduate
Teaching	
Excellent classroom teacher Reflective practitioner Proven ability to motivate and challenge pupils to achieve high standards of performance Good classroom management skills Excellent ICT capability	
Professional Development	
Evidence of on-going professional skills development	
Personal Qualities	
Ability to develop and maintain good relationships with colleagues Ability to communicate clearly Flexibility and a good sense of humour Optimistic disposition A positive attitude to pupils of all abilities and dispositions Trustworthy, conscientious and loyal Energy and enthusiasm Organisational skills Good interpersonal skills	