



Teacher of Religious Education

APPLICATION PACK

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Kent
Catholic
Schools'
Partnership



'Academies in Christ'
Part of the Archdiocese of Southwark

Every child is known and loved

Letter from the Headteacher

Dear Prospective Candidate,

Thank you for your interest in this exciting opportunity to join our dynamic team of dedicated professionals striving to provide our students with the very best Catholic education possible.

Our mission is clear and profound: to provide every student in our care with a world-class Catholic education, ensuring they are embraced by our inclusive and loving community. At the heart of our educational philosophy is the belief that **every child is known and loved**. Inspired by the life of St Gregory, we strive to empower our students, teaching them to understand their own unique value and dignity. Through this understanding, they can recognise and realise their God-given potential.

We aim for our students to become servant leaders, guided by principles of empathy and integrity, making unique and positive contributions to society and the world. We hold ambitious expectations for our students and challenge them to strive for the very best they can achieve. We enable our students to take personal responsibility for their education and development, overcoming barriers and owning their actions so that they can be rightly proud of their achievements.

At St Gregory's, we are dedicated to creating a safe environment for our students so that they can be themselves with confidence. Clear expectations are provided, allowing them to flourish academically, emotionally and spiritually. Our commitment to truly knowing each student enables us to provide a nurturing atmosphere where they can grow and thrive.

Central to our educational approach is the emphasis on personal and spiritual development. Opportunities for prayer, reflection, and collective worship form an integral part of school life. Through these experiences, students gain a deeper understanding of themselves and their spiritual formation. We encourage them to reflect on their lives, their beliefs, and the unique role they play in the world around them.

By joining us, you will play a crucial role in shaping the educational journey of our students. We would be delighted to discuss how you could become a part of our dynamic community, where a commitment to excellence, inclusivity and the values of our Catholic tradition defines who we are.

Thank you for considering St Gregory's as the place to inspire and be inspired.

Sincerely,
Mike Wilson
Headteacher
St Gregory's Catholic School



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About St Gregory's Catholic School



St Gregory's Catholic School is a Catholic secondary school and part of the Kent Catholic Schools' Partnership (KCSP). KCSP is a multi-academy trust (MAT) established by the Archdiocese of Southwark for Catholic education across Kent and it currently comprises 28 academies of which 23 are primary schools and five are secondary schools.

A seven-form entry secondary school located in Tunbridge Wells, St Gregory's is a popular destination for pupils from its Catholic partner primary schools in Tunbridge Wells, Tonbridge and Sevenoaks. As an inclusive academy, its dedicated staff, helpers and governance committee members work hard to ensure that every student is supported and challenged to be their very best. Each individual is encouraged to grow spiritually and intellectually, so that unique and positive contributions can be made to society and the world.

In its most recent denominational inspection in June 2024, St Gregory's was judged as 'Outstanding' for Catholic Life and Mission and 'Good' for both Religious Education and Collective Worship and, in its latest Ofsted inspection in October 2024, the school was judged as 'Good' in all areas. At the heart of the report is recognition of the school's mission to ensure that 'every child is known and loved' inspectors highlighted a "warm and welcoming environment", where students feel valued, supported and able to thrive.

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School vision and values

Our Vision

We provide every student in our care with a world-class Catholic education, welcoming them into our inclusive and caring community in which **every child is known and loved.**

We teach students to understand their own unique value and dignity, so they may recognise and realise their God-given potential and, inspired by the life of St Gregory, we empower them to approach the opportunities of their education with vigour. We aim for our students to adopt the role of servant leaders, acting with empathy and integrity to make unique and positive contributions to society and the world.

St Gregory's ALIVE values:

Ambition

Rooted firmly in Catholic teachings, we aim to nurture and guide our students to fulfil their God-given potential so they may achieve success. We support this by providing extensive opportunities in our students' education that include academic, co-curricular, personal and relationship guidance, as well as providing strong role models and teaching moral and ethical values.

Leadership

We strive to be a community of servant leaders, where individuals gain a clear sense of self and purpose, knowing their values and using these to guide how they enrich the community in which they belong.

Integrity

We teach our students to value honesty and have strong moral principles, using their discernment to govern their actions and take responsibility for their choices.

Vigour

Inspired by the life of St Gregory, we empower our students to work with vigour, so they approach all activities and opportunities with effort, energy and enthusiasm.

Empathy

We aim for our students to understand and value the feelings of others and for them to know they are loved and celebrated irrespective of their differences. We also give them the confidence to celebrate their own differences.

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School intent statement

Our school is a community centred on the Catholic ethos that strives for excellence, and teaches students the knowledge, skills and attributes they require to be effective 'life-long learners'. Students are happy and fulfilled, because they are nurtured in an environment where they are cared for, known and loved, and encouraged to be unique individuals. We pride ourselves on educating students academically, morally and spiritually, to go out into the world as socially responsible and successful individuals who have a strong sense of how they will use their skills and talents to make the world a better place. We do this by providing a curriculum rich in knowledge and skills, focused on strong relationships which encourage shared values and mutual respect.

At St Gregory's we develop young people who think deeply, are knowledgeable and are informed because they understand how to learn and the value of learning. Students make and articulate informed judgements, hold discussions and show compassion and empathy that enables them to make considered decisions and partake fully in wider society. St Gregory's underpins the Kent Catholic Schools' Partnership vision of a rich, child-centred curriculum that fosters a love of learning.

Our ambitious curriculum carefully sequences learning, so that students learn and apply knowledge and skills which are enhanced further with an exciting diversity of enrichment activities. We strive to provide world-class opportunities for our students, and seek to develop the 'whole person'. Our carefully considered curriculum is well planned, well-structured and thoughtfully sequenced, so that long term learning builds. Memory is fundamental and is developed by students thinking hard to retrieve knowledge, spacing concepts and skills in each subject, and interleaving them throughout the curriculum.

With Christ's love at the centre of all that we do, our curriculum aims to develop young people who:

- Are happy and feel fulfilled
- Are curious, enjoy learning and have high expectations for themselves and are ambitious for their futures
- Act as positive role models, guiding others by example
- Can make and articulate informed decisions and take responsibility for themselves
- Approach activities with effort and commitment, showing resilience and perseverance
- Demonstrate respect, compassion and empathy towards the beliefs and values of others

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Job description

Job Title:	Teacher of Religious Education
Salary Grade:	MPS/UPS
Hours:	32.5 hours/week, 1 FTE
Line Manager:	Subject Leader of Religious Education

We wish to appoint an inspiring, inventive and well-qualified Teacher of Religious Education to join an exceptional RE team for 2026.

You will be joining a skilled, energetic and committed team so we are seeking an excellent candidate who can continue to raise the quality of provision to enable the best possible outcomes for all of our students.

St Gregory's students love to gain new knowledge and skills and all our teachers relish the opportunity to deliver challenging, engaging and interesting lessons, with high expectations of behaviour. Opportunities for excellent Continued Professional Development and staff well-being are at the forefront of our commitment to all staff at St Gregory's.

Benefits of working at St Gregory's Catholic School

- A supportive and caring working environment for staff and students
- Training opportunities are provided for all staff
- Participation in overseas and UK school residential trips.
- Generous Pension scheme for all staff.
- Access to Kent Rewards which offers a range of local and national discounts in shops and health clubs, as well as discounts on travel, insurance and Kent Adult Education courses.
- Flu vaccination reimbursement.
- Eye test subsidy.
- Employee Assistance Programme which offers confidential, practical and emotional support including financial guidance, legal enquiries, counselling, and additional support services.
- State of the art Fitness Suite for staff to use free of charge.
- Chapel with opportunities for collective prayer and reflection, welcoming to those of all faiths and none.

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Job description

1	Teaching and Learning	
1.1	Excellence in the classroom	Plan and deliver well-sequenced lessons in accordance with the curriculum and schemes of learning, working collaboratively within the department which enables flexible and creative approaches to teaching
		Develop and maintain extremely high expectations of behaviour for learning
		Ensure punctuality and establish a purposeful working atmosphere during all learning activities
		Promote a culture of independent learning and enable all students to achieve their full potential
		Regularly and consistently review the students' acquisition of knowledge and understanding
		Intervene efficiently and effectively to promote and accelerate student progress
		Plan for the needs of all, particularly those who have SEND and disadvantaged students, and effectively deploy classroom support staff where applicable
		Monitor and support the overall progress and development of students
		Set work when required for absent students
		Apply the Behaviour Policy so that effective learning for all can take place
		Maintain an environment which is conducive to learning
1.2	Assessment, Recording and Reporting	Take account of students' prior attainment and use them to set targets and inform planning
		Provide or contribute to oral and written assessment, reports and references
		Maintain accurate and up to date student records
		Track student progress and use the data to inform teaching
		To communicate and consult with the parents of students, as directed by the Academy Principal.
		Alert relevant staff to problems identified in a student and recommend solutions



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Job description

2	Pastoral Care	
2.1	Form Tutor	To promote the general progress and well-being of individual students and of any class or group of students assigned to him/her.
		Follow schemes of work provided by Heads of Year or Senior Leadership Team
		Take time to speak to students to gain a strong understanding of their strengths, needs and hopes
		Maintain the G4+ progress sheet as required for PP students in the form
		Monitoring and providing appropriate advice and guidance on individual student's progress in respect to attendance, homework, behaviour management and acceptable standards of conduct and appearance
		Promoting high standards of behaviour and attitudes to work within the form group
		Promptly completing administrative tasks relating to the form group
		Other tasks appropriate to the form tutor role; including creating a positive, caring form environment
2.2	Collective Worship, Faith & Service	Ensure the prayer life of the form is maintained in accordance with the schedule for this
		Ensure contributions to wider collective worship run smoothly by encouraging, motivating and supporting the correct attitudes, behaviours and preparations on the lead up to and during Mass, prayer and Collective Worship
		Work with the Chaplaincy Team to encourage students to live out the principles of the Faith & Service Pillar



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Job description

3	Safeguarding & General Responsibilities	
3.1	Safeguarding	To uphold the Staff Code of Conduct and policies in respect of child protection and safeguarding
		The provision of a safe environment in which children and young people feel heard.
		Creating positive relationships with students premised on mutual trust and understanding.
		Being aware of the indicators and symptoms of abuse.
		Ensure vigilance in recognising changes in behaviour or mood.
		Supporting the Designated Safeguarding Lead.
		Teaching about staying safer online and in the real world.
		Reporting concerns regarding abuse.
3.2	Wider Duties	To take part in events such as Open Evening, Parents’ Evenings and events with partner schools.
		Participate in arrangements made for performance management.
		Contribute to the department’s SEF and development plan and its implementation.
		Assist the department in identifying resource needs, ensuring resources are used effectively
		Participate in school cross-curricular days such as careers or enterprise awareness days.
		Participate and contribute to the organisation of school visits and trips that complement learning.
		Supervise students outside lesson, for example during lesson changeovers.
		Manage classroom displays to ensure they add value to the learning experience.
		Attend meetings regularly, including parents’ evenings, which are part of directed time.
		Maintain good order and discipline and have regard to safeguarding and students health and safety.



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Job description

4	Standards and Quality Assurance	
4.1	Commitment to School Improvement	Commitment to training and CPD such as the Sycamore Programme or CCRS to better understand the role of supporting the ethos of the Catholic School Support the aims and ethos of the school as identified in the SEF, School Development Plan Actively seek the views of parents and learners as part of the self-evaluation process Be aware of national developments relevant to subject and current best practice
4.2	Commitment to CPD	Demonstrate a desire and passion to continually improve your own practice Read widely and often about the best practice in RE and general pedagogy Enhance your own subject knowledge Engage fully with research and development of teaching and learning Investigate and visit other settings to draw on best practice in Religious Education teaching Undertake lesson observations as part of the department observation schedule
4.3	Professional standards	Promote and model good relationships with pupils, colleagues and parents Set a good example in terms of dress, punctuality and attendance Uphold the school's behaviour code and uniform regulations Ensure understanding and compliance with school and Trust policies
5	Literacy & Oracy across the Curriculum	
5.1	Teacher of Literacy	All teachers are expected to champion and explicitly teach literacy Model high expectations of written and spoken English Explicitly teach key vocabulary (not just subject specific) and reinforce through regular retrieval Identify students who need to develop their literacy skills and intervene appropriately Insist that students write in full sentences as often as is appropriate Provide regular feedback which develops accurate spelling and grammar
5.2	Teacher of Oracy	All teachers are expected to champion and explicitly teach oracy Model high expectations of spoken English and insist that students emulate this Ensure students speak in complete sentences using correct grammar and pronunciation Encourage students' eloquence by reducing their reliance on filler words, e.g. "um", "er" Celebrate good oracy

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Personal Specification

	Criteria	Essential / Desirable
Faith Commitment	Commitment to Sycamore training or CCRS	E
	Understanding of the distinctive nature of a faith school	D
	Experience in participating in acts of worship in Catholic schools	D
	A practising Catholic	D
Qualifications	At least five GCSEs grade C and above (or equivalent)	E
	Good Degree or equivalent in Theology, Philosophy or Religious Studies or related discipline.	E
	PGCE or equivalent and QTS	E
Experience	Successful history of results at KS3, KS4 and KS5	D
	Have a clear understanding of the role of a Religious Education Teacher in a Catholic School	E
	High quality teaching to pupils of all abilities	E
	Demonstrable experience of improving successful student outcomes	E
	Use ICT to raise achievement	E
	Experience as a form tutor and/or pastoral work	D
	Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work	D
Professional Development	Ability to identify own learning needs	E
	Willingness to engage in CPD	E
	Evidence of continuing professional development relating to wider school and curriculum/teaching and learning	E
	A commitment to continued professional and personal development	E
	Potential for promotion within the school	D
Teaching & Learning	Knowledge of a range of successful teaching and learning strategies to meet the needs of all students from KS3 to KS5	D
	Secure knowledge of the specifications for KS5 RE	D
	Excellent subject knowledge	E
	Knowledge and experience of exam board requirements	D
	An understanding of assessment strategies and the use of assessment	E
Skills, Qualities & Abilities	Empathy with pupils	E
	Ability to use ICT effectively	E
	Living out your faith in daily life and ability to support students on their faith journey.	E
	Demonstrate emotional intelligence in relating to students, parents and all staff	E
	A commitment and understanding of the use of ICT within the curriculum	E
	Excellent communication skills	E
	Excellent interpersonal skills	E
	Excellent organisation skills	E
	Dedication	E
	Ability to remain positive and enthusiastic when working under pressure	E
	Ability to organise work, prioritise tasks, make decisions and manage time effectively	E
	Potential for further promotion	D

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Application process

You are welcome to contact HR at HR@sgschool.org.uk if you would like to visit the school before submitting an application.

For ease of applying, we are happy to accept applications directly via Kent-teach using [CLICK HERE](#)

Should you be shortlisted for interview, additional information may be requested at that time.

Closing date for applications: 12 November 2025 at 09:00 am
Start date: 2026

All applicants need to have the Right to Work in the UK to be considered for this role. This vacancy may close on or before the specified closing date depending on the volume of suitable applicants. If you are unsuccessful, we will contact you accordingly

Safer Recruitment

St Gregory's is committed to safeguarding and promoting the welfare of children and this position is subject to satisfactory enhanced disclosure from the Disclosure and Barring Service. We are an equal opportunities employer.

Candidates will be subject to an online search if shortlisted. The search will not form part of the shortlisting process itself and shortlisted candidates will have the chance to address any issues of concern that come up during the search at interview.



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