



Head of Religious Education

Pay: MPS/UPS + TLR 2c

Full time, permanent

To start Easter 2026

The Holy Family Catholic School is seeking an inspiring, strategic, and student-centred Head of Religious Education. This is an exciting opportunity for an ambitious and motivated teacher to shape a dynamic curriculum and ensure exceptional outcomes for all students. This role requires applicants to be a practising and committed catholic.

Visits to the school are warmly welcomed and can be arranged with Michelle Clare on mclare@holyfamilyschool.uk

Contract packs are also available from the school office: office@holyfamilyschool.uk or 01535 210212

**Closing date for applications:
Friday 16th January 2026
at 9.00am**



*The School is committed to
a rigorous implementation of our safeguarding policy.
All successful applicants will be subject to pre-employment
checks and an enhanced DBS check, prior to a formal offer of
employment being made. This post is exempt from the
Rehabilitation of Offenders Act 1974 and the amendments to
the Exception Order 1975, 2013 and 2020*

The Role

As Head of Religious Education, you will play a pivotal role in driving high standards of teaching and learning across the subject. You will lead a committed team, ensuring high-quality curriculum design, effective assessment, and excellent progress for all learners.



You will be responsible for:

- Providing strategic direction for the Religious Education curriculum, ensuring it is ambitious, inclusive, and designed to inspire.
- Monitoring standards across the faculty and intervening effectively to secure strong student outcomes.
- Leading on curriculum planning, sequencing, assessment, and the consistent implementation of high-quality teaching practices.
- Supporting and developing staff through CPD, appraisal, feedback, and collaborative working.
- Managing resources effectively, ensuring a safe, stimulating learning environment and value for money across the budget.
- Promoting Religious Education across the school, including its relevance to future careers and students' wider development.

We Are Looking for Someone Who:

- Is a practising committed Catholic
- Is an excellent classroom practitioner with a passion for their specialist subject.
- Has the vision and leadership skills to develop a forward-thinking curriculum.
- Can inspire staff and students alike, building positive relationships and modelling professional excellence.
- Is committed to inclusive education and meeting the needs of all learners, including disadvantaged and SEND students.
- Demonstrates emotional resilience, integrity, and a strong alignment with our Catholic ethos.

Why Join Us?

The Holy Family Catholic School, part of The Blessed Christopher Wharton Catholic Academy Trust, serves Keighley and surrounding villages in a beautiful rural setting. We offer:

- Excellent career development opportunities
- Whole-school leadership experiences
- A supportive, friendly, and enthusiastic staff team

Person Specification

Qualifications and Training	Essential or Desirable
Qualified Teacher Status and a *Practising and committed Catholic	E
Qualified to teach and work in the UK	E
Appropriate degree or equivalent qualification	E
Experience	Essential or Desirable
Evidence of successfully setting goals that stretch and challenge students of all backgrounds, abilities, and dispositions.	E
Experience of reflecting on and improving teaching practice to maximise student outcomes	E
Evidence of taking responsibility for improving teaching through appropriate professional development, engaging with learning plans and responding to advice and feedback from colleagues	E
Planning and/or participating in out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired	E
Knowledge	Essential or Desirable
Have a secure knowledge of the Religious Education curriculum, foster and maintain pupils' interest in the subject, and successfully address misconceptions	E
Understand and be able to deploy the strategies needed to establish consistently high aspirations, standards of behaviour and outcomes for all students	E
Behaviours	Essential or Desirable
Ability to build strong professional working relationships with others	E
High expectations for accountability and consistency	E
Vision aligned with school's high aspirations, high expectations of self and others	E

Person Specification

Behaviours Continued	Essential or Desirable
Make a positive contribution to the wider life and ethos of the school	E
Genuine passion and a belief in the potential of every student	E
Motivation to continually improve standards and achieve excellence	E
Effective listening skills that lead to strong understanding of others	E
Commitment to the safeguarding and welfare of all students	E
Teaching and Learning	Essential or Desirable
Be an excellent teacher with the ability to reflect on lessons and continually improve their own practice	E
Demonstrate effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards	E
Think strategically about classroom practice and tailoring lessons to students' needs	E
Understand and interprets complex student data to drive lesson planning and student attainment	E
Demonstrate good communication, planning and organisational skills	E
Demonstrate resilience, motivation and commitment to drive lesson planning and student attainment	E
Act as a role model for staff and students	E
Demonstrate commitment to regular and on-going professional development and training to establish outstanding classroom practice	E
Other	Essential or Desirable
Commitment to equality of opportunity and the safeguarding and welfare of all students	E
Willingness to undertake training	E

*What is a practising Catholic?

To objectively define what a ‘practising Catholic’ is when assessing applicants for membership of the governing authority of a Catholic school or to key posts within the school, it is necessary to understand that there are general obligations as well as essential components that constitute ‘practice’ of the faith in the teaching of the Catholic Church. The Church’s general obligations for its members require that they strive to live lives of holiness proclaimed in by being faithful to the teaching of the Gospel, by trying to uphold the values the Beatitudes, by assisting in the Church’s mission to make Christ known to all peoples, by upholding privately and publicly the Church’s moral and social teaching, by endeavouring to follow an informed conscience and by making every effort to keep the precepts of the Church. This is the ‘practice’ of the Catholic faith in its widest and all encompassing sense. At the heart of these general obligations though, there are essential components for “full communion” with the Catholic Church. These are sacramental initiation (Baptism, Confirmation and the Eucharist) and the bonds of profession of faith, the sacraments and ecclesiastical governance. The preservation of this full communion is not limited to purely religious activity but is to be an integral part of the whole pattern of behaviour of a member of the Church. It is what essentially constitutes being a committed and ‘practising Catholic’. Therefore, for appointment as a member of the governing authority of a Catholic school or to key posts within the school, a ‘practising Catholic’ is to be defined as someone who has been sacramentally initiated into the Catholic Church and who adheres to those substantive life choices which do not impair them from receiving the sacraments of the Church and which will not be in any way detrimental or prejudicial to the religious ethos and character of the school. Inspired by the Gospel and sustained by God’s grace, a ‘practising Catholic’ will give sincere external expression to their interior faith through specific religious, moral and ethical behaviour which is in accordance with the teaching of Christ and the Catholic Church.

For further information on this, please refer to the document *‘Catholic Schools and the Definition of a practising Catholic - September 2024’*



Unlocking Opportunities: Our Offer to You



Employee Assistance Programme:

Telephone counselling and mental health support is available through our EAP app with Sonder.



24/7 GP Service:

Instant and 24/7 medical advice from registered nurses and access to virtual GP appointments and prescriptions



Excellent Professional Development Opportunities:

Grow your skills and advance your career with our commitment to providing outstanding professional development opportunities.



Vivup Lifestyle Benefits:

Enjoy a range of high street discounts through Vivup.



Excellent Pension Scheme:

Secure your future with our excellent pension scheme, ensuring financial stability in the long term.



Regular Learning Days:

Networking with peers off site with a range of inspirational, external speakers on a termly basis.



Positive Work Environment:

Experience a positive work culture that values your contributions and fosters a sense of belonging and fulfilment.



Opportunity to Make a Difference:

Be part of something meaningful by contributing to projects and initiatives that have a positive impact on our community and beyond.



Staff Awards:

Annual Staff Awards where outstanding performance is acknowledged and awarded.