



SAINT AIDAN'S

Church of England High School

SUBJECT LEADER FOR RELIGIOUS EDUCATION

MPS / UPS + TLR 2.2 (£5,621)

Additional Recruitment and Retention Allowance available for the right candidate

Aspire & Believe & Succeed

Required for 1st January 2025 (or later if required)

Dear Candidate,

Thank you for your interest in joining us at Saint Aidan's. I am proud to be able to lead the school, and believe that it will provide an ideal environment for you to develop as a school leader.

As a Church of England High School, RE occupies a central role in our curriculum, allowing students to engage with and grow in their understanding of the Christian faith, as well as of the other faiths which our students will encounter in modern Britain. Our curriculum and our teaching is good, and the department's work was praised in our last SIAMS inspection in March 2017.

Our new Subject Leader for RE will be able to maintain and develop RE as an academic subject, inspiring staff and students within the department, as well as encouraging students to reflect on their own spirituality in the context of a Church of England School. S/he will also have an important role to play in enhancing links beyond the school to build students' understanding of different traditions within the Christian faith and of other faiths. You will see from the Person Specification for this post that being a full and active member of a Christian Church is desirable for this post, but we will consider applications from all candidates who are committed to supporting the Christian ethos of our school.

RE is part of the Humanities Faculty, and the new Subject Leader can count on excellent support from our Director of Humanities, Adam Corbridge, as well as from colleagues across the faculty and the school.

Our new Subject Leader will be joining us at an exciting time for our school, which is always over-subscribed and which has an excellent reputation in our community. We had a successful Ofsted inspection last year, and we are looking for an inspiring teacher who can lead RE and help to move the school on to the next stage in its development. I hope that, having read the enclosed information and looked at the information about the school on our website, you feel encouraged to apply. A recruitment and retention allowance is available for a suitably qualified and experienced candidate.

Please complete the application form and include a supporting letter (no more than two sides of A4 please) which tells us how your skills and experience have prepared you for the challenges of this post, as well as giving us a flavour of your vision for developing Religious Education at Saint Aidan's. I look forward to receiving your application. Please note that the first part of Page 8 of the Application Form asks for details of a faith referee. Please omit this section if you are unable to provide such details. Applications close at 12 noon on Wednesday 9th October.

Yours sincerely,

Andy Smith, Headteacher



**Andy Smith,
Headteacher**

Post: Subject Leader for Religious Education

Line Manager:
Adam Corbridge,
Director of Humanities

Start Date:
1st January 2025
(or later if required)

Closing date for applications:
12 noon on Wednesday,
9th October 2024

Interviews:
Week commencing
Monday, 14th October 2024

Electronic applications are accepted in Microsoft Word or PDF format.

Please email to
recruitment@st-aidans.lancs.sch.uk

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School Information

Saint Aidan's is a successful and popular 11-16 co-educational Church of England school with 840 students situated in a very pleasant part of the Fylde in Lancashire. We draw our students from a wide area which includes the rural area of Over Wyre, as well as a number of areas on the edge of Blackpool and Fleetwood. The school is within easy reach of the cities of Lancaster and Preston and the town of Blackpool.

Our students achieve very well, and there is a real will in the school to improve even further. In 2023 over 80% of students achieved Grade 4+ in English, Maths and Science, and our GCSE results are consistently above local and national averages.

The school's commitment to learning extends to staff as well as students; there is a well-developed structure of support for new members of staff and a culture of "lifelong learning" among our teaching and associate staff. Our in-house CPD programme is important to us and we are continually looking to develop innovative approaches to teaching and learning, with an emphasis on the use of modern technology and collaborative learning. All teaching staff have access to a Microsoft laptop, and all of our classrooms are equipped with interactive whiteboards or touch displays. Individual tablet and laptop devices are used by students in the classroom.

The school was inspected by Ofsted in October 2013 and was found to be a Good school with Outstanding Behaviour and Safety. This was confirmed by a short inspection in July 2018 and again in June 2023. Our 2023 report states, *"Pupils enjoy coming to school"* and, *"Staff appreciate leaders' consideration of their workload and well-being."* An inspection by SIAMS in March 2017 found us to be Outstanding in two areas and Good in the other two. The school is full or nearly full in all year groups, and is regularly oversubscribed for entry into Year 7. The majority of our students travel to us by bus and choose Saint Aidan's over schools nearer their homes because of our individual care for students, our calm and purposeful atmosphere, our high academic standards and our Christian ethos.

As a church school we have a strong emphasis on the provision of a stimulating, secure and caring environment within which all members of our community can develop their potential to the full. Relationships within the school community are characterised by mutual respect; this creates a safe environment where young people can grow and develop, and where learning is valued. There is a strong "vertical" pastoral structure, built around forms that contain students from all five year groups. Our collective worship draws staff and students together and encourages them to explore life's big issues. The school's ethos is distinctively Christian but is also inclusive of those of other faiths or none. This gives us a great responsibility as for many of our children Saint Aidan's provides their only experience of worshipping and growing within a Christian community.

We work closely with our local primary schools, sixth forms, FE providers and universities. Further afield the school has many links with partners in Britain and abroad, including links with a partner school in South Africa. Students can participate in a wide range of extra-curricular activities and educational visits in this country and further afield. All staff are encouraged to contribute to this programme.

During and after the COVID pandemic Saint Aidan's, like all schools, has constantly adapted to keep students' education and the life of the school going through all of the challenges the pandemic has brought. The close school community and our investment in technology for learning have allowed us to do this better than most. Staff, students and parents have worked together and have shown the qualities that make Saint Aidan's such a great place to work or study.

Our school 'motto' is taken from John 10 v 10 - **"I have come that they may have life in all its fullness"**. All we do at Saint Aidan's is aimed at making this a reality for our students and staff.

Ofsted say that Saint Aidan's is a good school where the behaviour of pupils is outstanding.



What the parents think...

"My daughter loves her new school, she looks forward to going every morning and comes home with a smile on her face every night. Thank you to all concerned, you have done a brilliant job."

(Year 7 parent)



"The school has always been supportive to all our children. I think one of the reasons is the fact that the unique pastoral system allows the pupils at the school to develop friendships with others in different years; it also fosters positive relationships with their form tutor with whom they remain for the whole of their time at the school."

(Year 11 parent)

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Religious Education Department and Humanities Faculty

Religious Education is one of three subjects that sit within the Humanities faculty at Saint Aidan's. There is a strong record of academic success across the faculty with many students going on from school to study Humanities subjects at A Level. Within the RE department, there are three specialist subject teachers.

RE at Saint Aidan's is a core subject alongside English, Maths and Science, with all students studying RE from Year 7 to GCSE level in Year 11.

Students in Key Stage 3 largely study schemes of learning linked to the Blackburn Diocese 'Illuminating Pathways' Programme of Study. In Year 7 students develop their knowledge and understanding of all six major world religions, before developing a greater understanding of Jesus' life and how this impacts the ways that Christians interact with the world. Year 7 finishes with students undertaking our new Active Christian Ethics (ACE) Award. This award looks at famous people who display Christian values in their lives, culminating in students living out the Christian ethics themselves, often to great effect! In 2023, Year 7 students raised over £5000 for a number of local and national charities.

At Key Stage 4, all students follow the AQA A Religious Studies course, two hours per week. They study Christianity and Islam for the religions components and themes A, B, D and E.

The department works hard to provide opportunities to enhance students' experiences of religion. The ACE award in Year 7 allows students to think creatively about how they can act out Christian values. All of Year 7 also participate in a spirituality day, involving activities in school and a visit to our local church. In each year of Key Stage 3 students are able to visit places of worship to enrich their understand of faith and in Year 9 they have the incredible privilege of listening to the first hand experiences of a Holocaust survivor. We also run a full day of Hinduism workshops for Year 7.

The RE department is well resourced, with specialist teaching rooms. All staff and students have an electronic device and there are a wide range of religious artefacts available to enrich learning. We also have links with other church schools within and beyond Blackburn Diocese.

The most recent SIAMS report, in 2017, recognised the high profile RE has at Saint Aidan's, and we have been working hard to promote this further through curriculum developments and through our determination to provide students with additional opportunities to grow and develop outside of the classroom. We are now seeking to appoint a subject leader for RE who shares our passion and vision for the subject and is keen to develop the department in the journey to grow further.



Saint Aidan's is the ideal location to teach RE. The beautiful school grounds and surrounding countryside, backed by the Bowland Fells and views up to the Lakes and the Dales, provide the perfect daily inspiration for any teacher, especially a teacher of RE.

On meeting the students and staff it soon became apparent to me, nine years ago, that I was going to enjoy my time teaching at Saint Aidan's. Both students and staff work hard to develop strong professional relationships that enable us to work together to help them become successful young people. There is a friendly, supportive atmosphere around school that can often only be found in smaller schools like ours and we see every member as being a part of the 'Saint Aidan's family'.

In the Humanities team we work hard to constantly improve our Teaching and Learning and meet regularly to discuss and share best practice. We aim to encourage excellence in students of all abilities, supporting all students to achieve their potential whilst also developing ourselves as practitioners. It's a really exciting time to join the RE department at Saint Aidan's and we are looking forward to welcoming a new person to the team, someone who will work with us to inspire students to explore RE in our Church of England High School.

Adam Corbridge, Director of Teaching and Learning, Humanities

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Job Title: Subject Leader for Religious Education

Responsible to: Director of Teaching and Learning for Humanities

Job Purpose: To provide professional leadership and management for Religious Education to ensure high quality teaching, effective use of resources and excellent standards of learning and achievement for all students.

Line Manager for: All staff who teach Religious Education

The core responsibilities of the Subject Leader for Religious Education are:

Securing high quality Teaching and Learning:

- To write/maintain schemes of work for KS3 and KS4, ensuring curriculum coverage, continuity, progression and challenge in the subject for all students To work with the Director of Humanities in evaluating the quality of teaching and learning and provision of Religious Education in the school and to use this analysis to identify effective practice and areas in need of improvement.
- To ensure improvements in teaching and learning by accessing and sharing best practice both within and beyond the subject area.
- To ensure all school policies are adhered to within the subject area.

Strategic direction and development of the curriculum area:

- To establish short, medium and long term plans for the development and resourcing of the subject.
- To use national, local and school data to inform practices, expectations, targets and teaching methods.
- To monitor the progress made towards departmental targets, evaluate the effects on learning and teaching and use this analysis to guide future improvement.

Leading and managing staff:

- To provide the appropriate levels of support and challenge for staff working in the subject area in order to provide high quality education for students.
- To lead the professional development of staff through example and support and co-ordinate the provision of high quality professional development.
- To work with the SENDCO, Heads of Year, Behaviour Support Staff and the Exams officer to ensure the highest quality of provision for all pupils.
- To ensure that work is set for absent staff within the subject area.
- To work with the Subject Leader for History to deputise for the DTL Humanities as appropriate.

Efficient and effective deployment of staff and resources:

- To advise the Headteacher on the deployment of staff involved in the subject to ensure the best use of subject, technical and other expertise.
- To manage the resourcing of the department.
- To ensure that there is a safe and stimulating working and learning environment.

As Subject Leader of RE in a Church of England High School:

- To build partnerships with a range of external partners including local parishes, Christians from a range of traditions and representatives of other faiths.
- To ensure that all our students are able to reflect on and engage with the beliefs and practices of the Church of England and the wider Christian church.
- To contribute to the development of the school's Christian ethos and to the school's preparation for SIAMS inspection.



| PERSON SPECIFICATION FORM POST TITLE: Subject Leader for Religious Education | Essential (E) or Desirable (D) | To be identified by: application form (F), interview (I), reference (R) |
|---|--|---|
| Qualifications Qualified Teacher Status Degree in Religious Education or related discipline Further study and/or professional development | E E D | F F F |
| Experience Teaching RE up to GCSE level to a high standard Teaching experience in a Church of England secondary school Experience of leadership or management within RE or in a cross-curricular role | E D D | F/R F/R F/R |
| Knowledge and skills Ability to teach RE lessons of a consistently high quality, getting the best out of young people Ability to pass on to young people a love for RE Ability to support and develop staff within the department Ability to use data to monitor and evaluate progress Understanding of self evaluation, including evaluation of the school as a church school Ability to use ICT effectively Ability to contribute to the worshipping life of the school | E E E E E E D | F/I/R F/I/R F/I/R F/I/R F/I/R F/I/R F/I/R |
| Personal Attributes Commitment to an ethos of high standards and success Ability to work as part of a team Energy, stamina and determination Capacity to inspire young people Outward looking | E E E E E | F/I/R F/I/R F/I/R F/I/R F/I/R |
| Other Full and active member of the Church of England or any other Church in membership of Churches Together in England, the Free Churches Group, the Evangelical Alliance or the North West Partnership Commitment to supporting the Christian ethos of the school Commitment to own professional development Commitment to safeguarding and protecting the welfare of children and young people. | D E E E | F/I/R F/I/R F/I/R F/I/R |

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Our School Values

We aspire

- ♦ to give each one of our students the best possible education to prepare them for a successful and fulfilling life
- ♦ to build a community based on mutual respect and tolerance
- ♦ to open minds and provide a rich experience inside and beyond the classroom

We believe

- ♦ in a school with the Christian faith and Christian values at its heart
- ♦ in the God-given potential of each of our students
- ♦ in the value of every member of our school community of all faiths and none

We succeed

- ♦ by excellence in teaching and learning
- ♦ by fostering a purposeful and disciplined atmosphere where all can thrive
- ♦ by students, staff, parents and the wider community working together



Ofsted say that relationships between students and with adults are first rate.



What the students say...

“The lessons are all absolutely brilliant! My favourite has got to be IT because we research all sorts of fun and fascinating things and I am learning so much.”

(Year 7 student)



“Saint Aidan’s is a very welcoming environment where nobody is lost and we are all treated as one. It has provided me with many opportunities to push myself, not just academically but with self confidence too.”

(Head Girl)

Our school “motto” is taken from John 10 v10 –

“I have come that they may have life in all its fullness”.

All we do at Saint Aidan’s is aimed at making this true for our students and staff.

