



# SAINT AIDAN'S

## Church of England High School

### SCHOOL CHAPLAIN

Required from Tuesday 4th November 2025  
(or as soon as possible thereafter)

*Aspire & Believe & Succeed*

Dear Candidate,

Thank you for your interest in joining us at Saint Aidan's. I feel blessed to have recently taken up the position of Headteacher at this wonderful school. Since the start of term, I have been welcomed with love and encouragement from the whole school community; it really is a special place to lead, work and to serve.

Our new School Chaplain will play a key role in shaping the spiritual journey of students and staff at our school. The strong Christian ethos here is firmly based upon the Gospel teachings of Jesus. Values of hope, love, humility and respect, underpinned by our school vision, "I have come that they may have life in all its fullness", John 10:10, are exemplified each and every day.

For the right candidate, the opportunity to shape, lead and deliver our collective worship programme, to develop community links with our local parishes and to support the spiritual and emotional development of our students, through a Christian lens, is what is on offer. We serve the community of Over-Wyre and beyond and we are inclusive to those of all faiths and none. Everyone is welcome here at Saint Aidan's.

It is an exciting time to join our school; we are ambitious and forward thinking, whilst maintaining the importance of the Saint Aidan's school traditions and upholding its high expectations. Our recent SIAMS inspection report, October 2024, recognised that..."Inspired by the Christian vision, a highly nurturing culture permeates throughout the school,"

I hope that you find the candidate information pack informative, the school website will also give you further insights into who we are and what we do. A warm welcome is extended to you, should you wish to come and visit us and experience what sets this school apart.

If you are encouraged to apply for this role, 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. I look forward to receiving your application. Please know that page 6 of the application form asks for details of a faith reference. Applications close at 12 noon on Wednesday 24th September 2025.

Yours sincerely,

**Katie Benter, Headteacher**



**Katie Benter,  
Headteacher**

**Post:**  
School Chaplain

**Line Manager:**  
Deputy Headteacher

**Start Date:**  
4th November 2025 (or as soon as possible thereafter)

**Closing date for applications:**  
12 noon on Wednesday  
24th September 2025

**Interviews:**  
Week beginning Monday  
29th September

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 2024 our students' Progress 8 scores were higher than those in any other Fylde and Wyre school, 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 October 2024 states, "Inspired by the Christian vision, a highly nurturing culture permeates throughout the school. Caring and loving relationships ensure that students and staff know they will be listened to and their voices heard."

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. 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.

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.**



**"The long established Christian vision of 'life in all its fullness' drives leaders' decisions and actions. This creates a culture of high aspiration and care. Understated in the way it is displayed around school, the words of the vision are however powerfully evident in loving relationships. It is a lived experience which recognises the deep worth of each individual in a tangible ethos of togetherness. Students and adults are proud to belong to the nurturing St Aidan's family."**

**(SIAMS 2024)**



**"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)**

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## JOB DESCRIPTION **SCHOOL CHAPLAIN**

Job Title:	<b>School Chaplain</b>
Grade:	JE Grade 7 – Scale points 19 to 25 (Grade 7) £32,062 to £36,363 (Pro rata £12,783 to £14,498 gross, per annum) Term time only – 39 weeks to include some INSET Days (pro rata) 17 hours per week
Location:	Saint Aidan's Church of England High School
Staff responsible for:	None
Responsible to:	Deputy Headteacher
Job Purpose:	To co-ordinate and work with the Senior Leadership Team, Heads of Year and Form Tutors for the provision of daily worship, spiritual, emotional health and wellbeing provision for students and staff, ensuring that they meet the needs of those of all faiths and none.  To co-ordinate and develop the worship calendar and resources.  To participate fully in the pastoral work of the school in supporting both students and staff in whatever ways deemed appropriate.

### **Main Responsibilities: Job Description**

#### **Worship:**

- \* To support the spiritual development of students and staff by ensuring there is regular worship.
- \* To plan the content of worship throughout the year.
- \* To participate in and lead Collective Worship.
- \* To ensure Collective Worship has a high profile in school.
- \* To display and distribute termly and weekly planning sheets.
- \* To distribute responsibility for leading and organising acts of Collective Worship amongst colleagues, taking into consideration the particular gifts and talents of colleagues.
- \* To support SLT, Heads of Year and form tutors in leading worship, for example advising on suitable scripture and prayers.
- \* To develop the skills of young people leading Collective Worship.
- \* To plan and produce daily worship materials to be used in all forms.
- \* To plan and produce a weekly 'Form Worship' presentation to be used by all forms in school.
- \* To keep worship records.
- \* To carry out monitoring, evaluation and review of Collective Worship.
- \* To lead staff INSET where appropriate.
- \* To produce and review a school policy on Collective Worship.
- \* To manage resources and administer a budget.
- \* To be responsible for displays linked to Collective Worship themes.
- \* To maintain a list of suitable visitors to come into school and take part in Collective Worship.



### **Pastoral Care:**

- \* To develop positive relationships with young people and staff through participation in the life of the school.
- \* To work alongside staff in supporting pupils and the extended school community, providing care and guidance to support wellbeing.
- \* To attend weekly meetings of the Pastoral Team.
- \* To offer pastoral support to school staff where appropriate.

### **Christian Life of the School:**

- \* To help young people explore what it is to be a Christian in the 21st Century.
- \* To further develop and contribute to the organisation of Christian Values Enrichment Days.
- \* To provide opportunities to develop young people as Christian leaders within the school, for example through the charitable work of the school.
- \* To facilitate and participate in Christian events for our young people such as retreats and social action projects.
- \* To foster good communication and networking between the school, local primary schools, other high schools, the parishes e.g. offering support and training to those working with young people; working in close collaboration with Blackburn Diocese.
- \* To encourage and support Christian service at local, Diocesan, national and international level.
- \* To support the Headteacher and SLT during the SIAMS process.
- \* To support the Headteacher and SLT when writing, reviewing and amending related school policies

**In addition, other duties at no higher a responsibility level may be interchanged with / added to this list at any time.**

**Equal Opportunities:** The school is committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

**Health and Safety:** All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help the school to apply our general statement of health and safety policy.

**Safeguarding Commitment:** This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.



# Aspire Believe Succeed



## 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)

**"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.

