



SAINT AIDAN'S

Church of England High School

"I HAVE COME THAT THEY MIGHT HAVE LIFE, AND HAVE IT IN ITS FULLNESS." JOHN 10:10

DEPUTY HEADTEACHER



CANDIDATE INFORMATION

START DATE 1ST SEPTEMBER 2026



SAINT AIDAN'S

Church of England High School

DEPUTY HEADTEACHER

GROUP 6: ISR 19-24 NOR: 840



Sue Pullen,
Chair of Governors

Dear Candidate,

Following the announcement by the current Deputy Headteacher, Mr Anthony Lord, that he will be retiring at the end of this academic year, the Governors are seeking to appoint his successor.

The Governors are looking for an outstanding and experienced leader who shares the school's vision and values, and who can inspire both staff and students to achieve their full potential, supporting our Headteacher, Mrs Benter, in guiding our school into an exciting new era.

School life at Saint Aidan's very much reflects the words from John's Gospel - *'that they might have life in all its fullness'*. As a school we pride ourselves on a broad, balanced and challenging curriculum rooted within strong Christian values. The Deputy Headteacher is integral in creating, inspiring and embodying the Christian character and culture of this Church school.

The successful candidate will be an excellent communicator and collaborator, committed to sustaining and enhancing our highly effective partnerships with students, staff, Governors, parents, local parishes, and the Diocese, along with the Church of England and global partners.

An extensive range of information about the school is available on our website and candidates are encouraged to arrange a visit to school by contacting the Headteacher's PA, Christine Murphy, via email (christine-murphy@st-aidans.lancs.sch.uk).

Please complete the application form and provide a supporting letter that clearly sets out how your experience and achievements to date have helped prepare you for this senior post in a Church school. You should give a clear statement of your educational philosophy, its implementation in practice and commitment to developing the Christian character of the school. You should address areas raised in the job description and person specification presenting organised views. Please include any other information you feel would be helpful. The supporting letter should be no more than three sides of A4 please in Arial point 12.

Thank you for your interest and I look forward to hearing from you.

Sue Pullen,
Chair of Governors

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SAINT AIDAN'S

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Dear Candidate,

Thank you for your interest in joining us at Saint Aidan's. I feel blessed to have taken up the position of Headteacher at this wonderful school since the start of the academic year. 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 Deputy Headteacher will play a key role in shaping the spiritual and academic journey of students here at Saint Aidan's. 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 and lead the spiritual, academic 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.



Katie Benter
Headteacher

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"*.

Our Leadership Team works collaboratively to ensure that we are all appraised of and involved with the ambitions to develop our curriculum, lead on teaching and learning priorities, provide excellent safeguarding and pastoral care and promote staff wellbeing across the school. I am looking for a candidate who is right for our school and whose strengths and experiences compliment our strong team of senior and middle leaders.

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.

Yours faithfully,

Mrs Katie Benter
Headteacher



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HEAD GIRL AND HEAD BOY LETTER OF WELCOME JANUARY 2026

Dear Candidate

Hello, we are Lily and Oliver – Head Girl and Head Boy at Saint Aidan's. We would like to thank you for expressing an interest in applying for the role of Deputy Head. We are writing to tell you about what makes our school special to us, as students, and how you could support us to develop and shine.

At Saint Aidan's we are always encouraged to celebrate our achievements whether they are high grades in exams, victories on the sports field, creating a work of art or rustling up some haute cuisine in food technology. Saint Aidan's provides us with so many opportunities to really put our talents to the test in extra-curricular activities which include photography, languages, karaoke, athletics, sign language clubs and much more.

But Saint Aidan's does not only reward skills and wins. We celebrate personal qualities: commitment, effort and kindness never go unnoticed! As a Church of England school, our Christian values run through our form worships, lessons, assemblies and work with charities and the wider community. Our school promotes kindness, mutual respect and empathy to students of all faiths and those of none.

Our current Deputy Head works closely with us, as Head Girl and Head Boy, and our wider student officer team who represent our school at a packed programme of events from assemblies, parents' evenings and open evenings to annual events such as Remembrance Day commemorations and Christmas activities.

As Head Girl and Head Boy we rely greatly on the Deputy Head's reassurance and encouragement as we prepare to take the stage to speak to a packed assembly hall or to meet and greet families coming for a tour of our school. The Deputy Head gives us that nudge we need to challenge ourselves whilst always finding time to calm our worries. The Deputy Head reminds us that we can do it (and always brings sweet treats to our weekly meetings!).

The Deputy Head is a role model to the student officer team who always demonstrates the values of kindness, commitment and empathy that we, as lead students, then display to the wider school.

We hope that you too see Saint Aidan's as a special place to be part of and would like to support us to continue to shine by applying to become our new Deputy Head.

Yours faithfully,

Lily and Oliver

Head Girl and Head Boy (2025-26)



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DEPUTY HEADTEACHER GROUP 6: ISR 19-24 NOR: 840

Start Date:	1st September 2026
Closing Dates for applications:	Wednesday, 28th January 2026 at 12 noon
Visits to school:	Email the Head's PA, Mrs Christine Murphy christine-murphy@st-aidans.lancs.sch.uk
Interview dates:	11th & 12th February 2026
Completed applications:	recruitment@st-aidans.lancs.sch.uk

Candidates are asked to provide a completed application form and supporting letter (no longer than three sides of A4 arial point 12) that clearly sets out how your experience to date prepares you for the advertised post.

Electronic applications are accepted in Microsoft Word or PDF format.

All paperwork relating to the application process is available on the school website—st-aidans.lancs.sch.uk under the section labelled vacancies

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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 Coast 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 to a high standard and there is a real will in the school to improve even further. GCSE results are consistently above local and national averages - over the past three years our overall Attainment 8 figure has continued to rise.

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)



Job Description—Deputy Headteacher

The appointment is subject to the current conditions of employment of Deputy Headteachers, contained in the School Teachers' Pay and Conditions document, other current educational and employment legislation, relevant Teacher Standards (2011) and Headteachers' Standards (2020), and the school's Articles of Government encompassing the requirements of the trust deed.

The Core Purpose of the Deputy Headteacher in a Church school

To work with the Headteacher in creating, inspiring and embodying the Christian ethos of this Church school, securing its mission statement with all members of the school community and ensuring an environment for learning and teaching that empowers both staff and students to achieve their highest potential, embedding a unambiguous Christian vision that seeks to empower all stakeholders to experience '*life in all its fulness*' (John 10:10).

Help to formulate the aims and objectives of the school and the policies through which they should be achieved:

- Manage staff and resources
- Undertake any professional duties reasonably delegated to them by the Headteacher
- Undertake any professional duties of the Headteacher in the event of her absence from school
- Act as adviser to the Headteacher
- Support the dynamic Christian ethos of the school and lead by example
- Share responsibility for promoting high standards of attitude and behaviour among our students
- Encourage the development of all students and staff, and maintain an atmosphere conducive to good personal relationships
- Promote good relationships between all staff and with parents/carers, Governors, our contributory parishes and the wider community
- Keep up to date with major developments in education and develop specific expertise as appropriate
- Participate in the selection and deployment of teaching staff in school
- Attend and advise meetings of the Governing Body and its committees as required
- Organise school events and support school functions
- Contribute to leadership through monitoring and evaluating across the school; self-evaluation and improvement planning
- Take an active part in the day to day 'hands on' running of the school e.g. assemblies, Worship, charring meetings, supervision at breaks and lunchtime
- Ensure the continued pursuit of excellence in all areas of school life
- Undertake a teaching commitment proportionate to their other duties

Specific responsibilities

Specific responsibilities attached to this role will be negotiable depending on the successful applicant's strengths and the needs of the school, naturally there will be a necessity for some rotation of SLT responsibilities over time.



Job Description—Deputy Headteacher

Teaching and Learning responsibilities

1. To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document
2. To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including the provision of cover for absent teacher
3. To be responsible for a specific class or age group of children, to be decided on appointment
4. To demand and demonstrate ambitious standards of achievement and attendance for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes
5. Demonstrate consistently excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being

The internal organisation, management and control of the school

1. To have specific responsibilities (e.g. for aspects of school management or the curriculum) to be agreed upon appointment
2. To contribute to:
 - Maintaining and developing the Christian ethos, values and overall purposes of the school
 - Formulating the aims and objectives of the school and policies for their implementation
 - A development plan which will translate school aims and policies into actions
 - Monitoring and evaluating the performance of the school
 - Implementing the Authority's and the Governing Board's policies on equal opportunity issues for all staff and students in relation to sex, gender, race, disability and special needs
 - The efficient organisation, management and supervision of school routines
3. To assist in creating a Christian ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other

Curriculum Development

1. To assist in and to lead when appropriate or when requested to:
 - The development, organisation and implementation of the school's curriculum
 - School policies on curriculum, teaching and learning styles, assessment, recording and reporting
 - Ensuring that the learning and teaching provided by different departments and teaching teams form a co-ordinated, coherent curriculum entitlement for individuals
 - Ensuring that information on student progress is used to improve teaching and learning to inform and motivate students, to inform parents, to provide necessary references for other educational institutions and employers, and to aid Governors in their future management of the school
 - Ensuring that the individual student's continuity of learning and effective progression of achievement are provided
 - The promotion of extra-curricular activities in accordance with the educational aims of the school



Job Description—Deputy Headteacher

Student care

1. To contribute to:
 - The development, organisation and implementation of the school's policy for the personal and social development of students, including pastoral care and guidance
 - The effective induction of students
 - The determination of appropriate student groupings
 - The promotion among students of standards of conduct/discipline and a proper regard for authority and the encouragement of good behaviour within a Christian context
 - The development among students of self-discipline
 - The handling of individual disciplinary cases
2. Develop effective relationships with fellow professionals, colleagues in other public services, parents/carers to improve academic and social outcomes for all students
3. Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school and in the wider society

The management of staff

1. To participate in the recruitment and deployment of teaching and non-teaching staff of the school
2. To actively contribute to good management practice by ensuring positive staff participation, effective communication and procedures
3. To participate in arrangements made in accordance with the regulations for the appraisal of the performance of staff in school
4. To implement and develop staff development policies in relation to:
 - The induction of new and newly qualified teachers and other staff into a Church school
 - The provision of professional advice and support and the identification of training needs, including those aspects related to Church school education
 - Students under training/work experience
5. To demonstrate effective leadership, representation and liaison both within the school and other interested or involved persons or bodies
6. To maintain good relationships based on Christian values with individuals, groups and staff unions and associations



Job Description—Deputy Headteacher

The management of resources

1. To contribute to the formulation of the school's policies and procedures concerning resource management
2. To allocate, control and account for those financial and material resources of the school which are delegated by the Headteacher
3. To promote a whole school environment which stimulates learning and enhances the appearance of the school
4. To participate in the arrangements for the security and effective supervision of the school buildings, their contents and grounds, including aspects of health and safety
5. To maintain effective working relationships with external agencies and services contracted to the school, the Diocese and Local Authority

Relationships

1. To advise and support the Governing Board as required in the exercising of its functions, including attending meetings and making reports
2. To assist in the liaison and co-operation with Diocesan/Methodist and Local Authority officers and support services
3. To promote and develop effective communications and links with parents and to provide positive responses to concerns and problems regarding their children's education
4. To assist in liaison with other educational establishments in order to promote the continuity of learning, progression of achievement and curriculum development
5. To help promote the Christian vision of the Church school and enable the flourishing of students and adults within the school and its community
6. To assist in liaison with the Church, other professional bodies, agencies and services
7. To develop and maintain positive links and relationships with the Church, community, local organisations and employers:
8. To promote a positive image of the school
9. To ensure that the school plays a constructive role in the life of the community and that its curriculum draws on the nature and resources of that community.
10. Create outward-facing schools which work with other schools, organisations and the local community – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all students

The applicant will be required to safeguard and promote the welfare of children and young people. The Deputy Headteacher is expected to demonstrate this commitment to safeguarding and promoting the welfare of children and young people and to support the Headteacher in holding all staff and volunteers accountable for their contribution to the safeguarding regulations

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Deputy Headteacher



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PERSON SPECIFICATION FORM POST TITLE: DEPUTY HEADTEACHER	Essential/ Desirable	Source
Christian ethos		
Regular involvement in a Church in membership of Churches Together in England or Evangelical Alliance (This requires evidence of current Church involvement and a clear indication of the applicant's beliefs in relation to a Church school)	E	F/I/R
A practising Anglican	D	F/I/R
To be able to demonstrate their knowledge and understanding of the following in the context of the Church school:		
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared Christian vision for the school	E	F/I
Ways to ensure that the Christian vision enables the flourishing of students and adults within the school and its community	E	F/I
Leading school worship	E	F/I
Effective religious education and collective worship	E	F/I
How relationships should be fostered and developed between the school, local Church and its community and Diocese of Blackburn	E	F/I
Ways of leading the spiritual development within the school	E	F/I
Qualifications		
Qualified Teacher Status	E	F
Degree or equivalent	E	F
Professional Development		
Evidence of regular, recent and appropriate professional development for the role of Deputy Headteacher	E	F
Up to date safeguarding training and knowledge of legislation for the protection of young people	E	F
Further relevant qualification such as NPQH. MA etc	D	F
School leadership and management experience		
Evidence of direct involvement in whole school self-evaluation and school Improvement strategies	E	F/I/R
Recent successful leadership as a Deputy or Assistant Headteacher in a secondary school	E	F/I/R
Successful experience of leading the development of a whole school area e.g. either learning, teaching and standards; behaviour and safeguarding; curriculum change; policy and implementation or similar	E	F/I/R
Experience of working effectively within staff teams	E	F/I/R
Experience of line management of staff	E	F/I/R
To have had responsibility for policy development and/or implementation	D	F/I/R
To have experience of and ability to contribute to staff development in a secondary school (e.g. leading effective teams, coaching, mentoring, INSET for staff).	E	F/I/R
To have worked positively with parents and carers	E	F/I/R
Can demonstrate an awareness of current national education policy	E	F/I/R



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PERSON SPECIFICATION FORM POST TITLE: DEPUTY HEADTEACHER	Essential/ Desirable	Source
Experience and knowledge of teaching		
Proven excellence in teaching students within the secondary phase	E	F/I/R
Thorough knowledge of teaching and learning across both key stages in the secondary phase	E	F/I/R
Secure understanding of assessment strategies, data analysis and the use of assessment to maximise achievement across whole school	D	F/I/R
Ability to promote inclusion and meet the needs of all students and	E	F/I/R
A commitment to addressing diversity	E	F/I/R
Professional attributes		
Ability to deal effectively and positively with a range of student behaviours	E	F/I/R
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	D	F/I/R
An ability to communicate effectively, both orally and in writing, with a range of audiences	E	F/I/R
To be a leader of learning; demonstrating, promoting and encouraging outstanding classroom practice	E	F/I/R
Have a good commitment to sustaining regular attendance at work	E	F/I/R
A commitment to professional development for self and others	E	F/I/R
Ability to support and develop the vision and ethos of the school	E	F/I/R
Personal Qualities		
Continue to promote our strong educational philosophy and values	E	F/I/R
Inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	F/I/R
Be a positive role model at all times, a highly effective and respected representative of our school	E	F/I/R
Be approachable and person centred	E	F/I/R
Build and maintain quality relationships through interpersonal skills and effective communication	E	F/I/R
Demonstrate personal and professional integrity, including modelling Christian values and vision that enables students to live life in all its fullness	E	F/I/R
Inspire trust and confidence across the school, local community and beyond	E	F/I/R
Think analytically and creatively and demonstrate initiative in solving problems	E	F/I/R
Self-awareness of their own strengths and areas for development through listening to, reflecting constructively on and actioning feedback from others	E	F/I/R



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PERSON SPECIFICATION FORM POST TITLE: DEPUTY HEADTEACHER	Essential/ Desirable	Source
Safeguarding		
Displays commitment to the protection and safeguarding of children and young people	E	F/I/R
Leading safeguarding in secondary school and contribution to developing a strong safeguarding culture.	D	F/I/R
The ability to form and maintain appropriate relationships and personal boundaries with young people	E	F/I/R
Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	E	F/I/R
Will co-operate and work with relevant agencies to protect young people	E	F/I/R
Professional skills—Students and Staff (informed from themes in the Headteacher's Standards 2020) Each candidate will be expected to demonstrate a knowledge and understanding of working within and towards the National Standards of Excellence for Headteachers 2020 which also forms the basis of the Job Description. The Headteachers standards can be viewed Headteachers' standards 2020 - GOV.UK Candidates will be expected to show evidence of developing this knowledge and understanding in their current setting as well as an awareness of how this could be applied in Saint Aidan's school throughout the appointment process	E	
Confidential References		
Positive and supportive faith reference from the priest/minister where the applicant regularly worships. (Candidates who do not use their parish priest/ minister must give an explanation in the letter of application)	E	R
Positive recommendation from all referees, including current employer	E	R

KEY	
E -	Essential
D -	Desirable
F -	Application Form
I -	Interview
R -	References



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Safeguarding

At Saint Aidan's, the welfare of the child is paramount. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. School will carry out an online search as part of the due diligence for shortlisted candidates and the successful candidate will be subject to an enhanced DBS clearance.

All staff should understand their responsibility towards safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

Attitudes towards promoting the safeguarding and wellbeing of children and young people will be scrutinised during the selection process for the post that you have applied for.

Attendance

Saint Aidan's is committed to achieving and maintaining a high level of attendance from all employees through the application of good management practice. All employees must recognise the importance of good attendance and ensure that any sickness absence is kept to a minimum.

Whilst supporting employees during periods of sickness, the School Management Team monitors levels of sickness absence in school regularly and takes action in accordance with the Guidelines adopted by the school to deal with unacceptable levels and frequency of sickness.

Good attendance enhances the service delivered by schools, minimises staffing difficulties and ensures best value to the school. All employees in this school must understand the importance of good attendance to the operation, performance and image of the school and must show a commitment to achieving and maintaining a high level of attendance.

Data Protection

As part of your application to join us, we will gather and use information relating to you, known as "personal data". This information will be retained in line with the school's retention policy which has been adopted from the Information Management Toolkit for Schools.

If you are unsuccessful we will hold your personal data only for six months, after which time it is securely deleted/destroyed.

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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)

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

