



SAINT AIDAN'S

Church of England High School

TEACHER OF RELIGIOUS EDUCATION

Required for 1st September 2025

Dear Candidate,

Thank you for your interest in joining us at Saint Aidan's. I was fortunate enough to be given the opportunity to lead the school over 10 years ago and know what a great place it is to work. If you are appointed you will join some of the best students and colleagues you will find anywhere.

The Governors are looking for a committed, expert teacher to join our Religious Education Department. The successful candidate will join a very supportive and experienced team within a thriving, friendly school with an inclusive Christian ethos. As a Church of England High School, Religious Education 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 October 2024 SIAMS Inspection Report recognised RE as a strength of the school and stated, *"RE leaders and staff combine to create a highly effective team of specialists who are aspirational for their students."*

The successful candidate will join a highly capable and experienced team in Religious Education and in the Humanities Faculty. The new teacher will teach RE at Key Stage 3 and at GCSE Level.

I hope that, having read the enclosed information and looked at the information about the school on our website, you feel encouraged to apply.

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 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; this will not prevent shortlisting. Applications close at 12 noon on Wednesday 5th February 2025.

Yours sincerely,

Andy Smith, Headteacher

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**Andy Smith,
Headteacher**

Post: Teacher of Religious Education

Line Manager:
Kay Patterson,
Subject Leader

Start Date:
1st September 2025

Closing date for applications:
12 noon on Wednesday
5th February 2025

Interviews:
Week beginning 10th
February 2025

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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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 Summer 2024, Year 7 students raised over £8,500 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.

In our recent SIAMS report, RE was acknowledged to be a strength and a priority subject at Saint Aidan's. It also recognised that our students understand the relevance of the subject and that we have created a thoughtfully balanced curriculum. We are seeking a specialist RE teacher who shares our passion and vision for the subject and is keen to join us on our 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.

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 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. SIAMS have agreed that RE teaching at Saint Aidan's is made highly effective through the powerful use of challenge and the strong subject knowledge of staff. 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 who will work with us to continue this, inspiring students to explore RE in our Church of England High School.

Adam Corbridge - Director of Teaching and Learning, Humanities

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PERSON SPECIFICATION FORM POST TITLE: TEACHER OF 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 other related discipline Further study and / or professional development	E E D	F F F
EXPERIENCE Successful teaching or teaching practice experience in Religious Education Experience of teaching Religious Education up to GCSE Level	E D	F/R F/R
KNOWLEDGE AND SKILLS Ability to teach Religious Education lessons of a consistently high quality, getting the best out of young people Ability to teach Religious Education effectively to GCSE level Ability to use ICT proficiently in the classroom	E E E	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	E E E E	F/I/R F/I/R F/I/R F/I/R
OTHER Commitment to own professional development Commitment to safeguarding and protecting the welfare of children and young people Willingness to support the Christian ethos of the school	E E E	F/I/R F/I/R F/I

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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”.

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

