



Deputy Headteacher

Supporting Information



ST. AIDAN'S
CHURCH OF ENGLAND HIGH SCHOOL

Letter from the Chair of Governors and Headteacher



Dear Applicant

Thank you very much for taking an interest in the position of Deputy Headteacher at St Aidan's Church of England High School. We are pleased to be able to invite applications for what we believe to be an exciting and significant education leadership role in North Yorkshire. We hope that you will find the information provided to be a useful introduction to our School and that you will take the opportunity to apply for the post.

We are seeking to appoint an individual who will assist with the leadership of the School by building on its many strengths, working with the Headteacher, the Associate Headteacher and the wider leadership team. The pupils, staff, parents, governors and our local community are proud of our School where students are happy, well-behaved and enjoy learning. It has an exceptional track record of success, and delivers positive outcomes for all pupils regardless of background or ability.

We are looking for an astute education professional with strong leadership and team development skills, drive and purpose to make a difference. The successful candidate will be ambitious and aspirational with the skills and experience necessary to deliver our vision to further improve and develop the School. In a changing educational environment, we are offering the opportunity to become a Deputy Headteacher of one of the most well respected and high-performing schools in the county.

We would encourage you to talk to us in advance of your application and perhaps visit our **School YouTube channel** in order to see for yourself the enthusiasm that our students have for their education the great facilities that the School offers and illustrations of its ethos. If you would like to have an informal conversation about the role, please contact Chris Burt, Headteacher by email c.burt@staidans.co.uk or by phone 01423 885814.

We would like to thank you again for your interest in the post. If you are a leader excited by these opportunities, we look forward to receiving your application.

Yours faithfully,

Jo Wicks, Chair of Governors
St Aidan's Church of England High School

Chris Burt, Headteacher
St Aidan's Church of England High School



Welcome Message



Welcome Message from Chris Burt, Headteacher of St. Aidan's Church of England High School:

A little over 50 years ago, St. Aidan's Church of England High School opened as an 11-16 school with just under 600 students drawn from St. Peter's Secondary School for Girls, Christ Church Secondary School for Boys and a number of primary schools between Bramhope and Pateley Bridge. It now has around 2,000 students on roll, with just over 1,000 students in the Associated Sixth Form, which was formed with St. John Fisher Catholic High School in 1973. St. Aidan's has been heavily over-subscribed almost every year for over 25 years, producing examination results which regularly place the School as one of the leading providers of secondary education in the county, both for attainment and progress.



Satisfaction rates based on Kirkwell Rowell surveys are extremely high across the whole school community and extra-curricular provision is truly outstanding, with nearly 70 different groups meeting either at lunchtime or after school each week. Sport, drama, the performing arts and music have both national and international reputations and children are afforded opportunities to participate in residential visits in every year of their time at the School.

All that being said, there is an underlying ethos based on our Christian foundation which pervades everything that this School does. Christian values are embedded in the School, recognised in SIAMS reports, and as a result of this, relationships at all levels are exceptional. The School recognises the importance of each child as being a child of God and as such, always goes the extra mile to support, encourage and develop them in all that they do.

We are proud to have a hugely positive reputation for the way we challenge and encourage high ability students who have a desire to obtain places at top universities. We are equally proud of the way in which we offer support and opportunities to vulnerable or disadvantaged children with EHCPs or other issues which impact upon their learning and personal development.

All staff working within the School recognise and support this ethos and approach to education and are amongst the most committed people you could possibly expect to find anywhere within education. They are supported in their work by an exceptional senior leadership team, local governing body and Trust board.

In this ever-changing environment of education, there are always new challenges to meet and that is the case with St. Aidan's CE High School. I am therefore very much looking forward to working with the new Deputy Headteacher and colleagues as the School faces the many challenges that the current environment in education presents.



St Aidan's Church of England High School www.staidans.co.uk

Our School was founded in 1968 and today is a thriving community of around 2000 students aged 11-19, where places for Year 7 entry are almost always oversubscribed. The pupil population is drawn from across North Yorkshire as well as parts of West Yorkshire.

St Aidan's is regularly ranked among the top comprehensive schools in the country and converted to academy status in 2011. In 2014 the School formed part of the foundation of Yorkshire Causeway Schools Trust, a multi academy trust. It went on to be awarded Teaching School status in August 2015 working in partnership with 22 other secondary schools through the Yorkshire Teaching School Alliance.

The School is proud of its Christian foundation. The way in which its ethos and values are lived out by school leaders and staff on a daily basis is fundamental to its success.

St. Aidan's is well known for its ecumenical stance and welcomes children from all Christian denominations and the wider community. It allocates places to students of other major faiths each year, contributing to a vibrant and religiously diverse community.

At sixth form level this is evidenced and advanced by our Association with St John Fisher Catholic High School which brings together students from both schools, as well as a significant number from other local secondary schools. The Association is now approaching 50 years of existence and with over 1,000 students is one of the largest school-based sixth forms in the country.

St Aidan's never loses sight of its essential inclusivity and we have an excellent reputation for supporting and nurturing SEN students of all abilities who flourish in this School. The Christian foundation of the School is the reason it is so open to a fully inclusive model of education and the admissions criteria ensure that all and any children are able to attend. This derives from a Christian understanding of the purpose of education being to enable children to fulfil their potential whatever their starting points and therefore lead a life in all its fullness.

The extra-curricular programme that exists within the School is outstanding. The Music and Drama departments have a national reputation. Excellence in a variety of competitive sports at all ages is achieved and outdoor education including participation in the Bronze and Gold Award on the Duke of Edinburgh Scheme is available to all students. In addition, there are a variety of trips to national, European and worldwide destinations that take place each year, supporting students in their learning as well as all round education. There is also a diverse range of activities, open to all. Staff enthusiasm and commitment to extra-curricular activities is exceptional, and is an important part of school life.



Our Ethos and Values



The School's vision statement, which was updated in 2019 in consultation with staff, pupils, governors and the wider school community, is:

“Living and learning according to our Church foundation and the example of Saint Aidan, we strive to be a centre of educational excellence where each and every one knows the gift of life in all its fullness.”

The way in which the School is organised and run, as well as the relationship between the students themselves and their teachers is based on the Christian ethos that pervades every aspect of School life. The emphasis is wholeheartedly on educating the whole child in readiness for life beyond school.

Given the foundation of the School, St Aidan's places particular emphasis on high quality Religious Studies and Christian assemblies, and a range of other occasions of collective worship throughout the year. Religious Studies enjoys high status within the St Aidan's curriculum with students studying the subject up to GCSE and A level, achieving results that are among the best in the country.

Much of our personal, health, social and citizenship programme is delivered under the Religious Studies umbrella, with highly qualified staff bringing their expertise and experience to consideration of complex issues.

Aidan's Flame, our student worship band greatly enhances our worship in school and in the wider church community. All pupils are invited to attend services of Holy Communion at least once each term. These services in the Chapel are led by a team of clergy from across the local area supported by the lay chaplain.

“Parents appreciate that the strong Christian ethos that the school promotes is a reality for their children. It leads to staff going to what one parent described as ‘beyond anything that I could have expected’ and another as ‘astonishing’. They see this as emanating from Christian kindness and compassion.”

(SIAMS report, 2018)

This ethos and culture has not come about by accident; it is largely due to the example provided by our current leadership team and is something we are determined to see continue and flourish.



Pupil Achievement



Academically, St Aidan's stands for excellence.

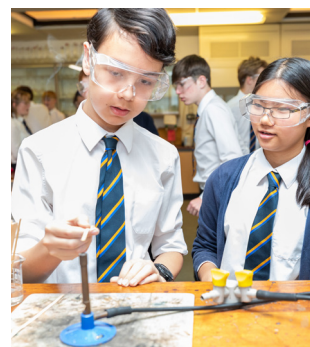
In the 2020 GCSE examinations, 95% of Year 11 achieved at least a grade between 9-4 in English, 93% achieved a grade between 9-4 in Mathematics and 92% of all students achieved a grade between 9-4 in both subjects. Of all entries at GCSE, 95% were at grades 9-4. 26% of pupils achieved grades 9-8 and 47% achieved grades 9-7. The four-year average for Progress 8 is +0.70.

At A level, 62% of the results achieved in the Associated Sixth Form were A*-B with 87% of students obtaining places at their first or second choice university. In 2020, a significant number of students were offered places on competitive courses at top universities in the country, including ten students who took up places at Oxford and Cambridge.

Students from St. Aidan's compete successfully at local, area, county and national level in a range of sports. Recently, the School's junior girls' athletics teams reached national finals. Several of our football and netball teams have been area and county champions. Our under 15 girls' cricket team reached the national indoor final, which was held at the Indoor Cricket School at Lord's. The School's boys' and girls' basketball teams regularly reach the last 16 in the country. Last year, all four of the School's cross-country teams qualified for the national finals.

The School has around 15 musical ensembles that practise and play together weekly, including six bands, five choirs, two orchestras and a range of smaller ensembles. In recent years School ensembles have travelled overseas performing in Florence, Montecatini and San Gimignano, a tour in China including a performance at the Forbidden City Concert Hall, Beijing, and the world-famous Montreux Jazz Festival in Switzerland. The Swing Band appeared at the Edinburgh Jazz and Blues Festival in July 2016 and the Chamber Choir completed a stunning concert tour to Barcelona in July 2017, and in July 2018 the Symphonic Wind Band and Swing Band toured to Lake Konstanz, performing to great acclaim in Swiss and German venues. The Chamber Choir has performed at the Royal Albert Hall and has also been recognised as the Songs of Praise Choir of the Year. Closer to home, the performing groups are to be heard regularly in the local community, supporting local events such as the St. Michael's Hospice 'Light Up a Life Service' and the Mayor's Christmas Eve Carol Concert which sells out every year.

Drama at St. Aidan's is a high profile and extremely popular extra-curricular activity for all ages. The School is known for the scale and quality of its musical productions and shows, with notable recent productions of We Will Rock You, Evita, Copacabana, West Side Story and Sister Act. Students in the lower years have their own exciting performing arts showcase in the annual 'Spotlight' performances which allow large numbers of students to show their skills in dance, music and drama. We have an enviable record of students who have won places with the National Youth Theatre and top drama schools such as RADA, Royal Central, Royal Welsh, GSA, Italia Conti, LAMDA and many more.



Inspection



Inspection

St Aidan's was judged outstanding at its last Ofsted inspection which took place in October 2006. Ofsted said:

"Parents, pupils and staff are very clear that St. Aidan's is an outstanding school in all respects and inspectors agree."



In January 2018 the School was judged outstanding by its SIAMs inspection with the report available [here](#).

"Relationships are a palpable strength of this inclusive school. They are respectful at all levels and, as a result, behaviour is exemplary in this large and vibrant community"

"Students speak of 'very welcoming teachers' who 'offer great support both for your work and for things you want to try'. A sixth form student described the school as offering 'unconditional love'. Students across the board are proud that theirs is a school where you can speak to anyone irrespective of year group."

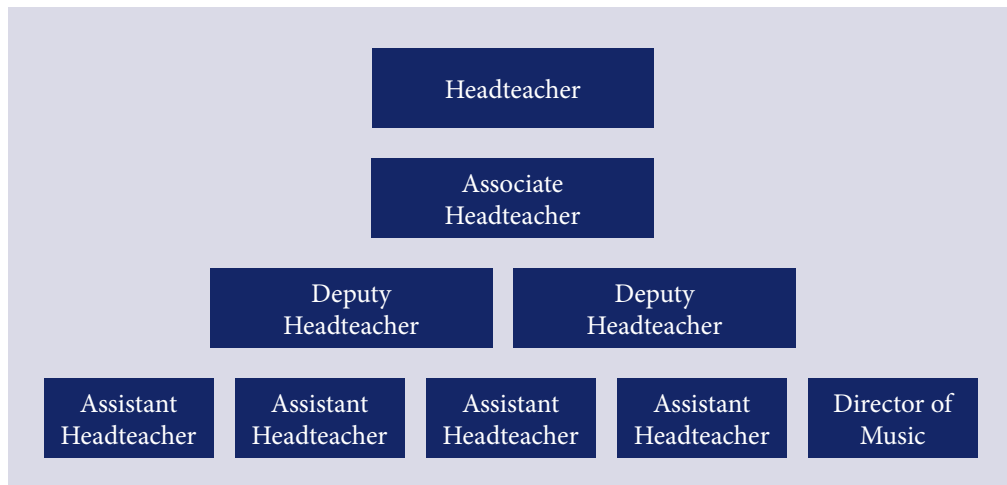
"Parents appreciate that the strong Christian ethos that the school promotes is a reality for their children. It leads to staff going to what one parent described as 'beyond anything that I could have expected' and another as 'astonishing'."



Relationships



The strong School senior leadership team is currently structured as follows:



This current structure is further underpinned by Heads of Department and Heads of Year.

Within the School there are 293 members of staff equating to around 200 full-time equivalent. We typically attract high-quality interest in our posts and have high retention rates.

The relationships at St Aidan's CE High School between all staff and students are unique. A key element of the success of our School, and one which the staff have been instrumental in developing, is the level of commitment to extra-curricular and out of school activities. This includes involvement in the local and wider communities, fund raising for charities and an extensive programme of curriculum related and outdoor pursuit type visits both in the UK and beyond.



Relationships

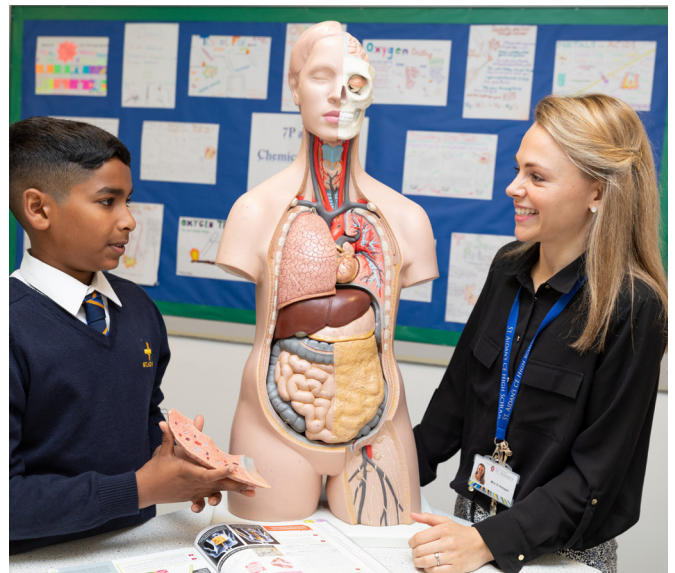


We have an outstanding system of pastoral care for students and their families. Many staff give extra time to ensure that the learning, personal, social and behavioural needs of students are supported through extra tuition and counselling. The school also benefits from a full-time counsellor who offers support to students and staff.

Strong relationships are in place with parents and carers and their engagement in support of achievement of high educational standards is strong. This is achieved through effective communication channels which include individual contact specific to the needs of a child, parents' evenings, bi-annual parent surveys, a termly **Causeway** news bulletin and regular social media updates.

We have strong links with our local community, with many clubs including sports clubs, faith groups and special interest groups using our facilities. The award-winning Careers Department has links with local businesses who assist with student work placements, attend careers evenings and offer careers advice to students.

Our School is active in charity support, awareness and fundraising, with pupils leading campaigns on a local, national and international level. In 2018-2019, the pupils, parents and staff of St. Aidan's raised almost £40,000 for good causes, including £24,000 which was raised for 'Frank's Fund' and the Bone Cancer Trust in memory of a pupil of the School. Often more money is raised by the School for charities than is raised for the School itself.



Associated Sixth Form



The Associated Sixth Form provides a Christian-based environment in which all students who wish to remain at school beyond the age of 16 are given the opportunity to fulfil their potential.

By pooling the resources, expertise and experience of two outstanding schools (St. Aidan's Church of England High School and St. John Fisher Catholic High School), the Sixth Form provides an excellent all-round education which allows students to pursue their individual aspirations within a community with shared goals and Christian values. All students, regardless of background, are supported to develop the skills and confidence needed to enrich their own lives and the society in which they live.

More than forty Level 3 courses, including A Levels, Applied Generals, EPQ, AS Maths and Core Maths are available in the Sixth Form in addition to GCSE English and Maths. A successful programme of careers guidance and interviews supports students in the process of selecting from these options.

The Heads of Sixth Form and the Leadership Team meet weekly to ensure that the shared vision and values of the Associated Sixth Form are implemented consistently and to consider strategies for further improvement and development.

Outcomes are strong, in line with or exceeding national standards, enabling most students to move on to their preferred destinations: each year more than 90% of further and higher education entrants gain places at their first or second choice institution and around 10% of students progress to apprenticeships and employment, testament to the high-quality support and guidance provided throughout the Sixth Form with regard to appropriate and aspirational post-18 applications. Further information about the Associated Sixth Form can be found [here](#).



ASSOCIATED SIXTH FORM

ST AIDAN'S & ST JOHN FISHER, HARROGATE





St Aidan's is a well-established National Teaching School working closely with St John Fisher as the lead schools for the Alliance. YTSA works with twenty-two partner schools, local authorities and the Anglican and Catholic Dioceses to deliver high quality school-led initial teacher training, professional development opportunities for teachers at all stages of their career and provide support for schools across the region. The work also involves research and development ensuring that staff and our students stay up to date with the very latest models and methods of teaching and learning. St Aidan's draws the additional benefit of recruiting some of the student teachers into School which is an endorsement of the high calibre of newly qualified teachers that the Teaching School produces.

Currently, 29 ITT trainees are in placements across our Alliance and recruitment is strong for September 2021. A full programme of professional development is well attended by staff from all schools in the Alliance.

The Alliance has a successful track record of supporting schools where SLEs have been deployed to develop schemes of work, model teaching and support a range of staff including non-subject specialists. Further information can be accessed [here](#).





St Aidan's Church of England High School is part of Yorkshire Causeway Schools Trust, which was established in March 2014.

The Trust is currently based in and around Harrogate and includes both Church of England and community schools.

The Trust has a total pupil roll of around 3500 across eight schools (1 secondary school and 7 primary schools):

- St Aidan's Church of England High School
- Richard Taylor Church of England Primary School
- Pannal Primary School
- Oatlands Infant School
- Hampsthwaite Church of England Primary School
- St Peter's Church of England Primary School
- North Rigton Church of England Primary School
- All Saints Church of England Primary School

In 2018 the Trust was awarded sponsor status, and it is now supporting a large primary school in the Craven area.

The Trust is a growing family of schools who work together in pursuit of the Trust's key objectives:

- Raising the standard of educational achievement of all its students;
- Improving effectiveness by keeping the curriculum and organisational structure under continual review;
- Ensuring that every child attending enjoys the same high-quality education in terms of resourcing, tuition and care;
- Providing value for money for the funds expended;
- Supporting each academy in retaining its unique identity and achieving its mission whilst assuring compliance with the Academies Financial Handbook and statutory and curriculum requirements.

Each school is led by a Headteacher, each of whom is firmly committed to and engaged in Trust business. Regular Headteacher meetings offer a valuable opportunity to raise and contribute to key issues and help ensure that relationships between Headteachers of schools in the Trust are collaboratively strong with a high degree of mutual trust. Further information about YCST can be found [here](#).



Living and Working in Harrogate and North Yorkshire



Harrogate, three times winner of the 'Happiest Place to Live in the UK' award, is a vibrant town, with a strong and varied economy. It offers a huge range of eating out and leisure opportunities and a wide range of residential properties from period buildings to modern builds. The School is based on the popular southern side of Harrogate, close to the A1 and A61 with a station providing rail links to York and Leeds.

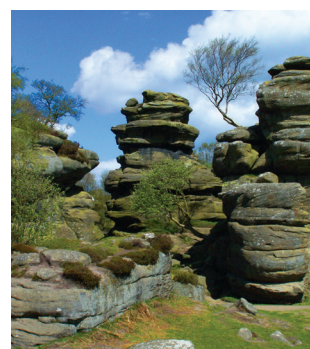
Within the county of North Yorkshire are the Yorkshire Dales and North York Moors National Parks, three Areas of Outstanding Natural Beauty, the Pennines and a stunning coastline around Scarborough and Whitby. The area hosted the opening stages of the Tour de France in 2014, and due to its success has created the Tour de Yorkshire with global recognition. There are ruined castles and abbeys, serene gardens, unique breweries, thrilling rides and industrial heritage. Something for everyone!

For outdoor enthusiasts North Yorkshire has plenty to offer. From the hard gritstone of Almscliff and Brimham Rocks to the limestone of Malham, Gordale and Kilnsey, climbing venues are in abundance. The Yorkshire Dales is a premier area for caving while for mountain biking there are the bridleways of the Dales and North York Moors as well as the renowned trail centre at Dalby Forest. Further afield, the Lake District and the fells, crags and coast of Northumberland are all easily accessible for days and weekends away.

There are a small number of sailing clubs on reservoirs around the county and fantastic, if chilly, surf sport venues and sea kayaking on the east coast.

While the county is rightly known for its wide-open spaces, it also incorporates attractive market towns including Knaresborough, Ripon, Malton, Helmsley, Northallerton and Skipton, the traditional seaside towns of Whitby and Scarborough, as well as the ancient city of York, the most visited city outside of London. With a wide range of shopping, leisure and cultural facilities as well as excellent schools, universities, road and rail links, there really is everything to offer you and your family as a place to work, live and enjoy.

Travelling further afield we have convenient connectivity, with close proximity to metropolitan cities of Leeds and Newcastle and a journey time of under two hours by rail from York to London. We border the Lake District, Lancashire, County Durham, and Yorkshire and Humber regions with all they have to offer.



Useful Links:

www.yorkshire.com

www.visitharrogate.co.uk



About the Role

St Aidan's Church of England High School Post: Deputy Headteacher

Number on Roll St Aidan's Church of England High School: 2001

Commencing: To be agreed subject to notice

Salary: L22 – L26 (£70,745 - £78,025)

Summary Terms and Conditions Statement:

The post will be offered on School Teacher's Pay and Conditions and the provisions of the Conditions of Service for School Teachers (Burgundy Book) will apply.

What would you do with this rare opportunity to play a key leadership role within our School?

We are looking for an astute, aspirational senior leader to work with the Headteacher, Associate Headteacher and wider senior leadership team to influence, motivate and build on our School's vision, ethos and values and further inspire our pupils and staff.

About Us

Set in the North Yorkshire town of Harrogate, St Aidan's Church of England High School is a mixed secondary school with a thriving community of around 2000 students aged 11-19. Boasting one of the largest school-based sixth forms in the country, the pupil population is drawn from a wide geographical area across North and West Yorkshire. St Aidan's converted to academy status in 2011 with Yorkshire Causeway Schools Trust being formed as a multi-academy trust in 2014.

Rated 'outstanding' by OFSTED, St. Aidan's School is regularly ranked among the top comprehensive schools in the country and was awarded Teaching School Status in August 2015. Academically our School stands for excellence. An exceptional reputation and our Christian foundation are the reasons why we are so open to a fully inclusive model of education, enabling all children to fulfil their full potential whatever their starting points.



The Role



About the Role

We are looking for an exceptional leader with a clear picture of outstanding practice and a desire to further develop your leadership skills. You will be committed to the personal, moral and social development of our students as well as to the very highest academic standards, within the context of our Christian ethos and values.

Whilst the Headteacher will continue to have overall strategy and statutory responsibility for the School, the appointed candidate will contribute significantly to the strategic management and operational activity of the School. The key focus for the role is on curriculum development and standards of learning for all pupils, including within the Associated Sixth Form. The successful candidate will deputise for the Headteacher and Associate Headteacher as required and will undertake an active and key role in the ongoing development of internal and external partnerships, as appropriate.

You will act as an ambassador for the School and your role as an education professional in a highly respected organisation will require you to engage effectively across the education network locally.

About you

To succeed, you must have previous experience of effective working in a secondary school on areas of significant scale and complexity. A credible leader, and strong communicator, your ability to forge and promote positive relationships with all staff, students, parents and carers will be key to your success.

This position represents a genuine opportunity to make a significant impact in our School, centred on excellent outcomes for all students. You will need a real desire to achieve, and the presence, ambition and expertise to deliver strong, clear leadership and vision as well as further develop and foster strong, mutually beneficial relationships both within and outside of the School.

With a strong belief in the potential of every student, you will ensure the delivery of outstanding educational provision through effective curricula that are sustainable for the long term. You will have strong data management and analysis skills as the basis of your ability to monitor and raise academic standards across the board and also be adept at building beneficial partnerships. In addition, you will promote Christian ethos and high expectations, while engaging positively and respectfully with our parent/carer/family community, ensuring we meet the needs of our students whilst promoting excellence.

You will join a strong senior leadership team, working alongside highly committed, experienced and loyal staff. You will foster strong relationships with partner organisations, headteachers and school leaders, and the wider education community.

In return, we can offer you strong support, the opportunity to help shape the future of our School and continued professional development. You will be working alongside an exceptional team of skilled and professional leaders, teachers and support staff.



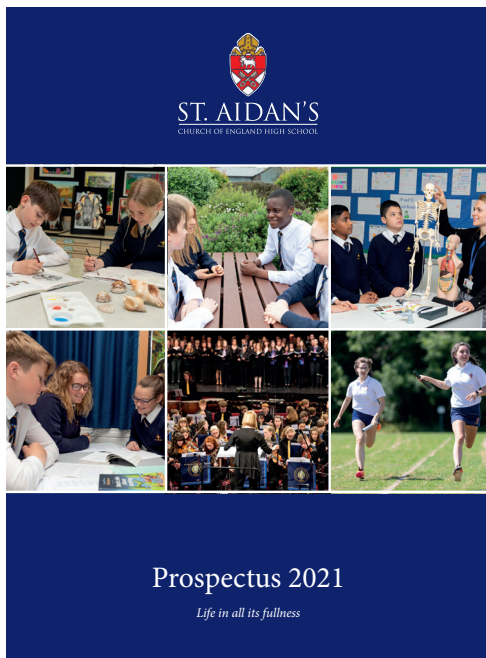
Supporting Documents

The following documents can be accessed on the vacancies page of the School website [here](#).

Job Description

Person Specification

Application Form



St. Aidan's Main School Prospectus



St. Aidan's Sixth Form Prospectus

How to apply



For an informal conversation about the role please contact Chris Burt, Headteacher by email c.burt@staidans.co.uk or phone **01423 885814**.

Key dates:

- Closing date: 9.00am Monday 30 November 2020
- Shortlisting: Thursday 3 December 2020
- Interviews and assessment: Tuesday 15 December 2020

Please note: the School is committed to working to these timescales. However, given the current uncertainties relating to COVID-19 if we have to make any changes we will commit to communicating these to you as soon as we are able. It is expected that the assessment activities planned for December will not be undertaken in person, but will utilise appropriate technology.

When applying please take into account the following:

Supporting Information

The supporting information section of your application should clearly evidence your ability to meet the requirements we have outlined in the person specification. This will be used to shortlist applicants for this role and therefore it is imperative that you provide evidence as requested.

References

When completing your application, please provide two employment references, which must include one from your most recent school.



Living and learning according to our Church foundation and the example of Saint Aidan, we strive to be a centre of educational excellence where each and everyone knows the gift of life in all its fullness.

W
Wisdom

Learning all that we can about the world and how to live well in it

It is good for us to study, explore and determine the fullness of life. We may discover new interests, talents and enthusiasms. We will contribute to the world in better ways, understanding how to live and learn well.

A
Aspiration

Exploring our calling and achieving the best for others and ourselves

We aim for and look forward to the many achievements and blessings to come and to exploring our calling in life. We work hard and respond well to challenges, achieving the best for others and ourselves.

L
Learning well together

Putting good relationships at the heart of our community

We strive to create a community where everyone learns well together, sharing the journey with common values and goals. We try our best, at all times, to relate well to each other and to be kind and keen in the service of others.

K
Kindness

As God's children, upholding dignity and respect, justice and charity

We respect and celebrate each person for who they are and, as God's children, we recognise the importance of kindness and diversity. We welcome each and everyone, upholding dignity and justice and looking after one another.

Our prayer

Everlasting God, you sent Saint Aidan to proclaim the gospel in this land: help us to live as he taught, to love you and to love our neighbours as ourselves; through Jesus Christ our Lord. Amen.