



# SAINT AIDAN'S

## Church of England High School

### TEACHER OF ENGLISH

*Aspire & Believe & Succeed*

Required for 1st September 2018

(Start date of 1st June 2018 also possible)

MPR / UPR + enhancement for the right candidate

#### Message from Headteacher

Thank you for your interest in joining us at Saint Aidan's, a successful, over-subscribed Church of England High School in rural Lancashire. I am proud to be able to lead the school, and believe that it will provide an ideal environment for you to begin or continue your career in the teaching profession.

Because of the retirement of a colleague and the growth of the school the Governors are looking for two committed and inspirational full time teachers to join a highly capable, experienced and successful team in our English Faculty. Standards and expectations in English are high, and the successful candidates will be able to grow professionally in a supportive environment. Applications from newly qualified teachers and experienced teachers are equally welcome.

Making the right appointments is vital for us and we are looking for teachers who can complement the skills of our existing team and make a real positive impact on English teaching at Saint Aidan's. A Recruitment and Retention allowance is available to the right candidate. For suitably experienced candidates a TLR within the English faculty may also be available.

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, as well as giving us a flavour of your vision for teaching English at Saint Aidan's. Please note that the first part of Question 7 of the Application Form asks for details of a faith referee. A faith commitment is not essential for this post so you should omit this section if you are unable to provide such details.

Completed application forms and supporting letters should be returned to arrive no later than 12 noon on Monday, 15th January 2018. Applications may be submitted by post or by email. Emailed applications should be sent to [recruitment@st-aidans.lancs.sch.uk](mailto:recruitment@st-aidans.lancs.sch.uk) and will be acknowledged on receipt. Interviews are planned for the week beginning Monday, 22nd January.

I look forward to receiving your application.

Yours sincerely,

**Andy Smith, Headteacher**



**Andy Smith, Headteacher**

**Post:** Teacher of English

**Line Manager:**  
Director of Faculty, Cathy Fewson

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**Closing date for applications:**  
12 noon on Monday, 15th January 2018

**Interviews:**  
Week commencing Monday, 22nd January 2018

Electronic applications are accepted in Microsoft Word or PDF format. Please email to [recruitment@st-aidans.lancs.sch.uk](mailto:recruitment@st-aidans.lancs.sch.uk)

# Aspire Believe Succeed

## School Information

Saint Aidan's is a successful and popular 11-16 co-educational Church of England school with 800 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 2017 77% of students achieved at least grade 4 in the new English and Maths GCSEs (the equivalent of a C grade) and our results place us among the highest performing schools on the Fylde coast.

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 an iPad, and all of our classrooms are equipped with interactive whiteboards or touch displays. Individual tablet 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 is a significant improvement on our previous inspection and is a marker on our journey towards being a school which is Outstanding in all areas. An inspection by SIAMS in March 2017 found us to be Outstanding in two areas and Good in the other two. Following several years of under-recruitment of students we are now full in Years 7-10, with many more first choice applications than places available for September 2017. 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.

We work closely with our local primary schools, sixth forms, FE providers and universities. Further afield the school has many links with partners in Britain and abroad, including strong links with partner schools in South Africa and Germany. 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.**



**What the parents think...**

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

**(Year 7 parent)**



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

**(Year 11 parent)**



# Departmental Information

The successful candidates will be joining a very effective and continually improving English Faculty. There is a range of talent within the faculty, with many colleagues holding other, whole-school responsibilities. See below for further details:-

Miss C. Fewson – Director of Faculty; ITT Co-ordinator

Mrs S. Kalinski – Key Stage 3 Co-ordinator; Media Co-ordinator

Mrs K. Bray – Assistant Head (SEN)

Mrs H. Cross – Teacher of English; Head of Year

Mrs S. Marland – Teacher of English

Mrs K. Kilshaw – Teacher of English

At Key Stage 3 established Schemes of Learning are in place, with challenge and support material/resources available, to accommodate all abilities. Engendering a love of reading is a key aspect of our Key Stage 3 curriculum, and students in Years 7 and 8 use Accelerated Reader. The Faculty also runs an Enrichment/Gifted and Talented Programme for Key Stage 3 students, extending all students' experiences of English beyond the classroom environment. This includes Media Club which produces a very professional school newspaper, entertaining school radio shows and takes part, annually, in the BBC School News Report. We also have a comprehensive G and T programme at Key Stage 3. Each year we are involved in a charity event called Readathon, where Year 7 students spend two weeks reading as many books as they can and are sponsored by friends and family for this endeavour. As a school, we have raised well over £25,000 and as one of the most successful schools in the country we enjoyed a visit from David Almond to congratulate our staff and students on their achievements.

Students are grouped into ability classes as well as gender classes, which has proved to be a very effective approach for teaching and learning.

At Key Stage 4 our faculty, like others across the country, has been getting to grips with the new GCSE specifications in English Language and English Literature, with the first results published in the summer. As well as this there is the ongoing planning and development of 'Assessment without Levels' at Key Stage 3. The successful candidates will have the opportunity to contribute to the continuing evaluation, reworking and refining that these issues require.

## Literacy Across the Curriculum

Literacy skills are at the core of what every student does every day. With that in mind, the most important concept, when considering literacy is the fact that it is not the sole responsibility of a school's English Faculty; it is the responsibility of every teacher and every subject. Therefore we have a



*The fact that I have worked at Saint Aidan's for nearly twenty years is testament to the fact that it is a very difficult school to leave. Why? Partly because of the amazing views of the South Lakes from my classroom window! In truth though, it is because we are a fantastic school, which offers so many opportunities to our young people, both academic and beyond the classroom. I am the proud 'leader' of a hugely committed team of English teachers, who have different approaches and methods but all have the students' best interests at the heart of what they do. Working with our students is hard work but also very rewarding and we look forward to welcoming the successful candidate into our school and faculty.*

**Cathy Fewson,  
Director of Faculty**





# Departmental Information (continued)

series of initiatives in place to ensure that literacy is kept at the forefront of what we do within and beyond the classroom. Each month there is a whole school Literacy Focus which becomes the focus for teachers' marking and assessment, alongside their subject specialism. There is also a whole school Literacy Marking Policy, which includes common symbols for teachers to use. In addition, each student in Years 7, 8 and 9 is given an individual Literacy Target, which all teachers are made aware of. This is reviewed regularly by their English teacher to ensure progression. As well as this, during one form time each week all students and staff in the school are involved in DEAR (Drop Everything and Read).

## RESULTS

### GCSE English Language A\*-C

2015 - 74%

2016 – 77%

### GCSE English Language 9-4

2017 – 71%

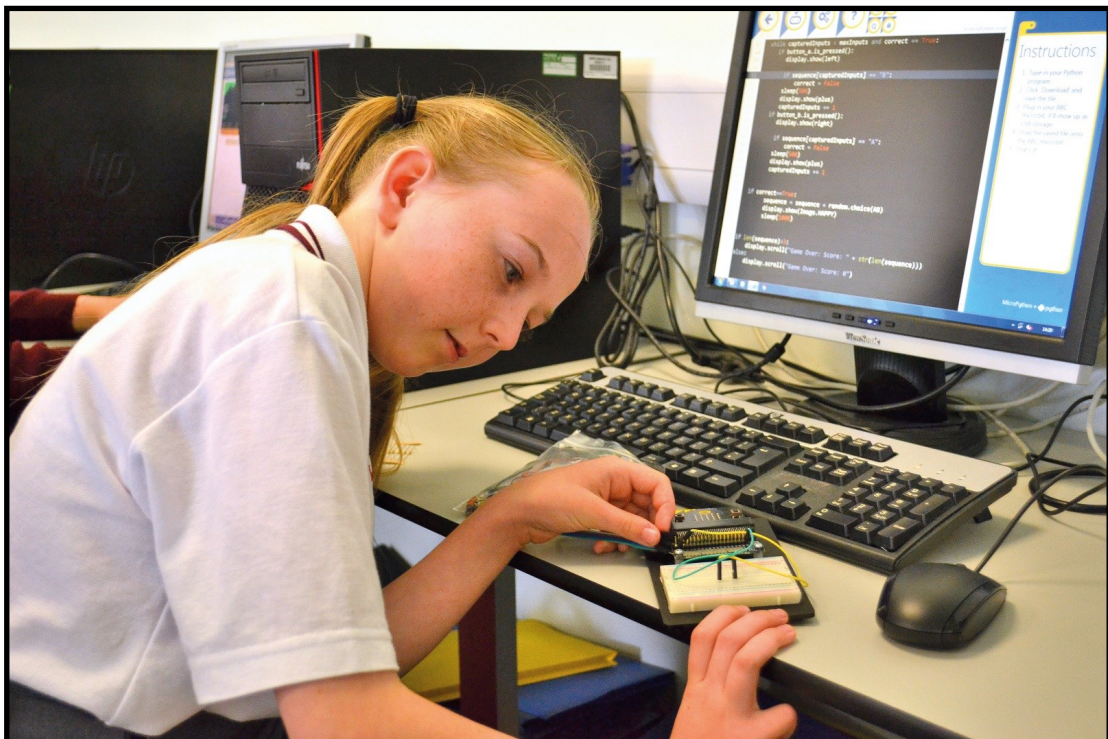
### GCSE English Literature A\*-C

2015 - 92%

2016 – 87%

### GCSE English Literature 9-4

2017 – 83%





<b>PERSON SPECIFICATION FORM</b> <b>POST TITLE: TEACHER OF ENGLISH</b>	<b>Essential (E)</b> <b>or</b> <b>Desirable (D)</b>	<b>To be identified by:</b> <b>application form (F),</b> <b>interview (I),</b> <b>reference (R)</b>
<b>QUALIFICATIONS</b>  Qualified Teacher Status  Degree in English or related discipline  Further study and / or professional development	E  E  D	F  F  F
<b>EXPERIENCE</b>  Successful teaching or teaching practice experience in English	E	F/I/R
<b>KNOWLEDGE AND SKILLS</b>  Up to date knowledge of the school English curriculum  Ability to teach across the 11-16 age range, including English Language and English Literature to GCSE Level  Ability to teach English lessons of a consistently high quality, getting the best out of young people  Ability to use ICT proficiently in the classroom	E  E  E  D	F/I/R  F/I/R  F/I/R  F/I/R
<b>OTHER</b>  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

# 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)



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

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

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

