

# Deputy Headteacher



## Supporting Information



ST. AIDAN'S  
CHURCH OF ENGLAND HIGH SCHOOL

# A Message from the Chief Executive of Yorkshire Causeway Schools Trust

Dear Applicant,

Thank you for your interest in St. Aidan's Church of England High School.

This is a rare opportunity to apply for a Deputy Headteacher role at one of the highest performing state schools in the country. Following the promotion of the current Deputy Headteacher to external headship, we are looking to appoint experienced senior leaders who will work closely with the Headteacher and the wider senior leadership team to build on the excellent reputation and outcomes of St. Aidan's. The Deputy Headteacher position is a pivotal role in delivering high quality leadership and management across the school and the exact responsibilities of the successful candidate will be determined during interview. We therefore welcome applicants with proven evidence of impact from both curriculum and pastoral backgrounds.

This is an exciting and key role for the school and Yorkshire Causeway Schools Trust. Ideally, we would like the successful candidate to start at Easter 2025. However, we are committed to appointing the very best leader and may consider a September start date to achieve the right candidate.

The students, 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 students regardless of background or ability. We are looking for astute education professionals with strong leadership and team development skills, and the drive and purpose to make a difference. Successful candidates will be ambitious and aspirational with the skills and experience necessary to deliver our vision to further improve and develop the school.

In this ever-changing environment, this is a great opportunity to become a Deputy Headteacher in a school where behaviour was rated outstanding in our 2022 Ofsted report and the 2024 progress score of +0.72 is the highest yet.

We would encourage you to talk to us in advance of your application and visit the school website 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 Catherine Houlding, the Headteacher's EA by email [c.houlding@staidans.co.uk](mailto:c.houlding@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 who is excited by these opportunities, we look forward to receiving your application.

Yours faithfully,

Jane Goodwin

**Jane Goodwin**  
**Chief Executive**  
**Yorkshire Causeway Schools Trust**



# Welcome message from Siân Dover, Headteacher of St. Aidan's Church of England High School:



**I am grateful to you for taking an interest in the role of Deputy Headteacher at St. Aidan's. This is an incredible school and it is a pleasure to be able to lead such a happy, dedicated and committed team of students and staff.**

The position of Deputy Headteacher at St. Aidan's would suit an ambitious, experienced Assistant Headteacher ready to move to the next level of senior leadership, or a current Deputy Headteacher seeking to play a key role in contributing to the strategic direction of this high-performing, successful secondary school.

## **We ask that you will:**

- Be committed to the Christian ethos of the school
- Share our passion for the school's vision and values
- Be an outstanding teacher
- Have a proven record of successful senior leadership in at least two other schools
- Demonstrate whole school impact in both curriculum and pastoral areas within secondary schools
- Have experience of implementing whole school strategies to raise the attainment and outcomes of all students
- Have extensive experience of managing highly effective middle leaders through periods of educational change
- Be knowledgeable about the current educational climate and have a deep understanding of how to link national decisions to strategic and operational practice

The school was founded in 1968 as a small secondary school with just over 600 students – today it is a thriving community of over 2000 students aged 11-19, regularly being ranked among the top comprehensive schools in the country. St. Aidan's converted to academy status in 2011 and in March 2015, became the founding secondary school of Yorkshire Causeway Schools Trust, a growing multi academy trust for primary and secondary students.

The foundation is a Church of England one, but the school is well known for its ecumenical stance and welcomes students from all Christian denominations. St. Aidan's also 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 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, with over 1,000 students, is one of the largest school-based Sixth Forms in the country. The ethos of our school is a clear one: to enable every student to thrive and progress in all aspects of life through the nurture, care, and guidance we provide for them. We achieve this alongside our academic excellence with highly experienced, expert staff who deliver a first-class education both inside and outside the classroom. Year on year our academic outcomes exceed the national average in all measures with a three-year trend of over 85% of students achieving a GCSE grade 4 in both English and Maths. In 2024 over 35% of all GCSE grades attained were at grade 7 or above. At Advanced Level, 59% of results achieved in the Associated Sixth Form were A\* to B with 90% of students obtaining places at their first or second choice University.

In 2024, 18 students secured places at Oxford or Cambridge Colleges with a significant number of students taking up places on competitive courses at the top universities in the country. The extra-curricular programme (The St. Aidan's Offer) that exists within the school is outstanding. The Music, PE and Drama departments have a national reputation. Excellence in a variety of competitive sports at all ages is achieved and outdoor education, including the Bronze and Gold Award on the Duke of Edinburgh Scheme are offered to all students. In addition, students at St. Aidan's take part in a wide variety of trips to national, European, and worldwide destinations. These take place each year and support the implementation of cultural capital awareness within the curriculum.



Our curriculum is central to our students achieving success and is knowledge rich and ambitious for all learners. We provide our students with the environment to access this broad curriculum and educate them in developing the skills they need to know more and remember more. There is a strong focus on the core subjects, English, Maths, and Science which are complimented by a vast range of other subjects including languages, humanities, creative subjects, and the arts. Safeguarding and promoting the welfare of our students is paramount. Young people thrive at St. Aidan's and we never lose sight of our essential inclusivity where we truly believe that every student should be celebrated, encouraged and seen as an individual.

We have an excellent reputation for supporting students who have additional educational needs and for this reason, students of all abilities flourish in this school. Clearly, given the foundation of the school, we place particular emphasis on high quality Religious Studies and Christian assemblies. 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 here at St. Aidan's. Collective worship has a clear Christian focus where we sing, celebrate, and worship together. The twice weekly Eucharist in the school chapel also enables students to experience and respect the corporate life of the Christian community. Our Lay Chaplain is always available to support students in their Christian, social 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 Headteachers and colleagues as the school embraces the many challenges that the current environment in education presents.

Yours faithfully,

**Siân Dover, Headteacher**  
**St. Aidan's Church of England High School**



“ Choosing St. Aidan's is wanting your child to get the very best qualifications, outcomes and experiences that secure their future; it is enabling your child to develop in character to become courageous and confident; brave enough to see the opportunities in every difficulty, and strong enough to become citizens who actively promote respect, tolerance, and individual liberty. ”

# Our Vision



All staff that work at St. Aidan's are committed to promoting our school vision in all that we do. Our vision is our pledge to every student and is underpinned by our WALK values:

“Living and learning according to our Church foundation and the example of St Aidan, we strive to be a centre of academic excellence where all our students flourish because of the quality care, nurture, and education they are given. Our students will develop in character to become courageous and confident. They will be brave enough to see the opportunities in every difficulty, and wise enough to promote respect and kindness through the choices they make. Guided by our Christian vision we walk together to ensure that each and everyone knows the gift of **life in all its fullness.**”



# Our



ST. AIDAN'S  
CHURCH OF ENGLAND HIGH SCHOOL

# Values

## 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.

# Life in all its fullness...

**Our school ethos is very much centered around offering opportunities for students to enjoy the fullness of life. At St. Aidan's, we believe strongly that whilst the students are with us, we should make every effort for them to achieve and have experiences outside of the classroom to broaden their skills and develop their qualities. Our offer of trips and activities is designed to enhance WALK where wisdom, aspirations, learning well together and kindness can be developed and realised.**

Students from St. Aidan's compete successfully at local, area, county and national level in a range of sports. Notable highlights have included our Cross County teams reaching the National Finals. In addition, some of our Football, Cricket, Tennis and Netball teams were crowned area and county champions. Recently, our KS3 Squash team reached the National final and came 3rd in the whole country. Our Junior and Inter girls Athletics teams reached the National final in 2024, both finishing in the top 10 in the country. Amongst these achievements we have been ranked in the top 50 Sport Schools in the country by featuring in the School Sport Magazine for the last 4 consecutive years. Last year we were ranked the 9th best state school in the country.



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, our ensembles and choirs have embarked on remarkable international tours. They have performed in Florence, Montecatini, and San Gimignano, as well as in China, where they graced the stage at the Forbidden City Concert Hall in Beijing. Our musicians have also showcased their talents at the world-famous Montreux Jazz Festival in Switzerland. The Swing Band made a notable appearance at the Edinburgh Jazz and Blues Festival, and the Chamber Choir toured Belgium, performing in Bruges, Ypres Cathedral, and participating in the Last Post Ceremony at the Menin Gate in Ypres. The Symphonic Wind Band and Swing Band toured Lake Konstanz, performing at venues in both Switzerland and Germany. In the summer of 2023, the Swing Band toured Belgium and the Netherlands, earning high praise for their performances in Roermond, Hasselt, and Liège. More recently, the Chamber Choir completed a stunning tour of Italy, which included a memorable performance at St Mark's Basilica in Venice in the summer of 2024.

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 Legally Blonde, Little Mermaid and Annie. 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.





# ASSOCIATED SIXTH FORM

ST AIDAN'S & ST JOHN FISHER, HARROGATE



**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 high-achieving 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 Sixth Form Leadership Team meet regularly 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.



“

I received such a warm welcome when I started the Associated Sixth Form. It has truly helped develop me as a person and I will never forget the kindness and support that I gained throughout my time here. Thank you...

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# St. Aidan's Community



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 monthly InTouch newsletter, a Associated Success Sixth Form termly newsletter 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 2023-2024, the pupils, parents and staff of St. Aidan's raised £6,192.94 for good causes such as "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.

Friends of St. Aidan's (FOSA) also supports the educational work of the school through fundraising activities. All parents/carers automatically become members when their children start St. Aidan's and are encouraged to join meetings and help out the small committee of staff and parents/carers with fundraisers.





## Ambition, learning and enrichment for all.

St. Aidan's Church of England High School is part of Yorkshire Causeway Schools Trust, which was established in 2015.

With an underpinning mission of "ambition, learning and enrichment for all" both students and staff can expect to feel valued and supported across the organisation. Based in and around Harrogate and Skipton, our growing trust is importantly formed of both Church of England and community schools seeking to deliver education that is ambitious in its widest sense. Pursuing high expectations or all, our schools deliver high-quality education through rich and broad learning experiences that enables students to flourish.

The strategic priorities for the Trust over the next three-year period are set out in the strategic plan, "Our Trust: Learning for everyone" and focus on:



**Ambition for our staff**



**Ambition for our students**



**Ambition for our communities**



**Ambition for our Trust**



“

Where everyone is valued and respected, where we share commitment to education that is ambitious, setting the highest expectations and where integrity is the foundation.

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# 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](http://www.yorkshire.com)  
[www.visitharrogate.co.uk](http://www.visitharrogate.co.uk)



## Once again, we thank you for your interest in the position of Deputy Headteacher at St. Aidan's.

Please read our Deputy Headteacher Job Description and click on the embedded links on the "Supporting Documents" page to read the specific areas of responsibility linked to each role. It would be helpful if in your application you could indicate to us which area of responsibility you are most attracted to.

For those wishing to visit the school, we will be holding tours of St. Aidan's on the following dates:

- **Tuesday 7th January 1:30 - 2:30pm**
- **Thursday 9th January 9:30 - 10:30am**

To book on to a visit on either of the above dates, please contact the Headteacher's EA on [c.houlding@staidans.co.uk](mailto:c.houlding@staidans.co.uk), or for a more informal chat with Siân Dover, Headteacher, please contact the EA at the above email address to arrange a call.

Completed applications should be submitted via email to [recruitment@staidans.co.uk](mailto:recruitment@staidans.co.uk) or posted to the school by **9am on Wednesday 15th January 2025**.

Interviews will be held on **Tuesday 21st and Wednesday 22nd January 2025**.

Thank you once again for your interest and we look forward to receiving your application.



# Supporting Documents

Please refer to the Generic Deputy Headteacher Job Description and the role-specific Deputy Headteacher job descriptions and person specifications using the links provided. Kindly use the Application Form to apply for any of the three roles.

- **Generic Deputy Headteacher Job Description**
- **Application Form**

Deputy Headteacher –  
Curriculum and  
Quality of Education

**Job Description**  
**Person Specification**

Deputy Headteacher –  
Pastoral and  
Safeguarding

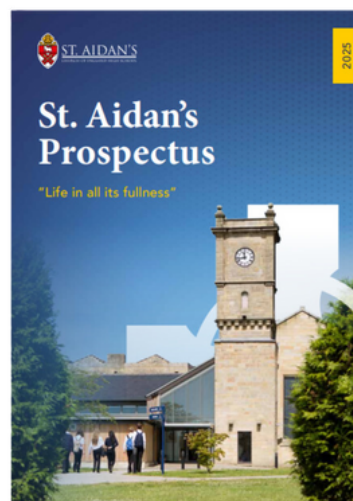
**Job Description**  
**Person Specification**

Deputy Headteacher –  
School Improvement  
and Growth

**Job Description**  
**Person Specification**



**Sixth Form Prospectus**



**Main School Prospectus**