

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY



Application pack

## LEAD TEACHER FOR ECONOMICS

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY

ripleystthomas.com  
Ashton Road Lancaster LA1 4RS



01524 64496  
admin@ripley.lancs.sch.uk

Dear Applicant

Thank you for your interest in applying for the post of Lead Teacher for Economics. I hope the attached documentation will provide you with the information you need and that you will feel encouraged to apply for this post.

Ripley is a large and very successful secondary school with a long history and great tradition. There are currently over 1750 children on roll, with 400 of these in the Sixth Form, and there are around 180 staff. We are privileged to work with wonderful young people who are keen to learn and eager to achieve.

The school serves a very wide community with pupils coming from around 60 primary schools. As the lead school in our MAT, The Bay Learning Trust, we work closely with other local schools to provide the best educational opportunities for children in the Lancaster and Morecambe area.

We are first and foremost a Church of England school. We seek to provide an education for life, enabling each member of our school community to flourish and to live life to the full. We want our young people to grow in body, mind and spirit during their time with us. This means we offer a broad and rich curriculum, alongside a huge range of co-curricular opportunities, so that each young person can discover where their God-given gifts and talents lie. We live out our Christian distinctiveness through regular acts of worship as well as through our Christian values which influence how we treat each member of our school community.

One of our most unusual features is our school farm. Pupils in Key Stage 3 all enjoy Agriculture and Horticulture lessons and it is a real pleasure to see our sheep, horses and alpacas in the school paddock when we arrive at school!

We are proud to be one of the highest performing non-selective schools in Lancashire. Our GCSE results are consistently amongst the best in the country, averaging around 85% 9-4 in English and Maths. We also have one of the largest school sixth forms in the country, offering a wide range of courses and welcoming students both from Ripley and from other local secondary schools. Ofsted and the Church School inspectors both said we were 'outstanding' at our most recent inspections and our teacher training provision was equally graded 'outstanding' in 2017.

We promote a culture of excellence here at Ripley and we expect the highest standards from our young people. We want pupils from all backgrounds and from all starting points to do well and we believe that the best way to achieve this is through excellent teaching, strong discipline and hard work.

As a National Teaching School, we offer staff support and training of the highest quality at all stages of their career. We are looking for staff who are learners themselves, who are prepared to work hard and contribute to our whole school community, and who will support our ethos, whatever their own faith position might be.

*Believe.....*

Principal Mrs C Walmsley  
Chair of Governors Mrs J Garnett

The Bay Learning Trust. Company Number: 07588464  
Registered in England & Wales



At Ripley, we are committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments made are subject to satisfactory references and to an enhanced Disclosure and Barring Service check.

Please do take a look at our school website to learn more about who we are. I would particularly recommend the videos for Open Evening and for the Year 6 transition which will show you our magnificent grounds. If you would like to visit the school prior to applying, please contact my Executive Assistant, Mrs Rees on the school number or by email [reesj@ripley.lancs.sch.uk](mailto:reesj@ripley.lancs.sch.uk). If you would like to make an application, please complete the form (and write a letter (no longer than 2 sides of A4 – font Tahoma 11) outlining how your skills and experience fit you for the post and how you will contribute to Ripley.

Ripley is a very welcoming and close knit community – we often talk about The Ripley Family – and it is a great place to work! If you would like to be part of this dynamic and successful academy and you feel you have the qualities we are looking for, I would encourage you to apply for this post.

Yours sincerely



Mrs C Walmsley  
Principal



*Mrs C Walmsley*

## RIPLEY ST THOMAS CHURCH OF ENGLAND ACADEMY

Ripley was founded in 1864 by Julia and Thomas Ripley. Their gift to the city of Lancaster was our school with its beautiful buildings and grounds. The Ripleys' spirit of faith, hard work and service is still at the core of what we do now, over 150 years later. Today, Ripley is a school family made up of over 1750 children and young people and 180 members of staff. We continue the Ripley story by offering the best possible education to all our young people, firmly grounded in our Christian faith.

### About us:

- Our pupils and students are fantastic—they are highly motivated and engaged young people with supportive and caring parents.
- As a Church of England school we aim to maintain a distinctly Christian ethos while being genuinely welcoming and inclusive.
- We have over 1750 pupils and students, including nearly 400 in our large sixth form
- The school admits 280 children into year 7 each year, and is heavily oversubscribed.
- Our long tradition of academic excellence places us among the highest achieving, non-selective schools in the country.
- Our Christian foundation is central to what we do and what we are.
- We offer a rich co-curricular provision, including music, drama and sport. We believe this gives our pupils and students essential buy in to the work of the school.
- We have the largest school sixth form in the area and we offer a very wide range of subjects. Our purpose built sixth form centre gives us a modern area in which to work and study. It allows us to have a distinctive sixth form which is still closely linked to the main school.
- One of our most unusual features is our working farm. All children in KS3 study Agriculture and Horticulture, and can opt to continue this study at KS4 and in the sixth form.
- We offer an academic curriculum and value hard work and high standards of teaching and learning.
- We are one of the highest achieving non-selective schools in the country, with 83% of our pupils achieving good passes in English and Maths in 2019.
- Pupils make good progress with us. In 2019 our progress score at GCSE was +0.24
- We have very little “in year mobility”. This stable population means that we can get to know every child and young person very well.
- We invest heavily in our pastoral system with teachers and support staff working as progress leaders in every year group.
- We are a lead school within the Bay Learning Trust. The Trust is growing fast and currently has four local schools working together. This gives colleagues the opportunity to work collaboratively with people in different contexts and is a way in which we promote career progression and CPD.
- Ripley is a Teaching School. We also run a successful SCITT and we recruit many of the teachers we train.





## ABOUT RIPLEY

### Introduction

Ripley St Thomas Academy started life as the Ripley Hospital, a charitable foundation endowed in 1864 by Julia Ripley in accordance with her late husband's wishes. Thomas Ripley was a local man who had made a fortune trading out of Liverpool and as he and Julia were childless they wished to spend their fortune in accordance with their Christian beliefs to benefit their home town. The Ripley Hospital originally provided for orphaned children in Lancaster and Liverpool. The buildings and the grounds were endowed by Julia Ripley and included a farm to ensure the children grew up well nourished. The farm still thrives and is one of our many unique features. The work of the Hospital continued until the outbreak of World War II when the building was requisitioned by the army. For three years after the war it was used as an emergency Teachers' Training College. After the trainee teachers left, the building became a National School, then a boys' secondary modern school. In 1966 the Boys' School amalgamated with St. Thomas Girls' School to become Ripley St. Thomas Church of England School. We became an academy in 2011, and set up the Bay Learning Trust in 2016 to ensure the school continued to serve its local area. The Bay Learning Trust now has four schools working in collaboration with a vision to ensure that all young people in the area have the opportunity to receive an excellent education.

### A Church of England School

We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. We seek to provide an education for life, enabling each member of our school community to flourish and to live life to the full. We want our young people to grow in body, mind and spirit during their time with us. This means we offer a broad and rich curriculum, alongside a huge range of co-curricular opportunities, so that each young person can discover where their God-given gifts and talents lie. We live out our Christian distinctiveness through regular acts of worship as well as through our Christian values which influence how we treat each member of our school community.

### National Teaching School and SCITT

Ripley is a National Teaching School and School Centred ITT provider. We work within our Teaching School Alliance, in collaboration with other schools in the area. This enables us to share expertise with a wide range of colleagues, and ensure that we always have opportunities to improve our professional practice.

### Leadership

Mrs Catherine Walmsley took on the role as Principal in September 2020, following 15 years working at Ripley. She leads a forward-thinking and committed Senior Leadership Team. The team comprises two Vice Principals, a Director of Operations, a Senior Assistant Principal, a Head of Sixth Form, three Assistant Principals and the School Business Manager. We regularly offer internships to the Senior Leadership Team to give aspiring senior leaders opportunities for development.

### Curriculum

Ripley aims to provide a challenging and broad curriculum from ages 11 - 18. Subjects are taught according in line with the National Curriculum and a wide range of teaching and learning styles are used to ensure that pupils are actively engaged in



their lessons. From September 2021, we will be operating a two year KS4. In Years 10 and 11 all pupils follow a core curriculum of English, mathematics, science, RE, PSHE and PE. In addition, pupils select 3 option courses from a wide-ranging choice of GCSE subjects. We give our pupils the opportunity to take the EBacc suite of qualifications, with the most able following single science courses. The curriculum is based on five 60 minute periods per day, organised as a two week timetable.

### Sixth Form

Ripley Sixth Form is incredibly popular and one of the largest school sixth forms in the area. Our Sixth Form is led by Mr Malcolm Sim, alongside an experienced team of Heads of Year and Sixth Form tutors. Our post-16 provision offers a wide choice of A Level courses, as well as a small number of BTECs. Students study three A Level subjects, alongside a tutorial and enrichment programme to complement their studies.

### Pastoral care and academic guidance

The Progress Leaders, Assistant Progress Leaders and Progress Tutors have responsibility for the welfare, academic progress and discipline of the pupils in their care. The tutors in each year group team have a particularly important role since they look after the same group of children as they move through the school. Time is set aside each day for a programme of activities designed to promote the pupils' social and learning skills, support literacy, and to enable tutors to get to know each pupil as an individual. Pupil Voice is important at Ripley and we have an active School Council and Year Group Councils.

### Links between home and school

We aim to develop strong links between home and school. We hold parents' evening meetings between staff and parents to discuss any concerns, acknowledge successes and agree targets for further improvement.

Parents also receive termly monitoring reports and are provided with regular communications about developments in school.

In addition, we publish newsletters and organise information evenings for parents at key points in their children's education, together with prize evenings to celebrate the success of pupils at different Key Stages.

### Special educational needs and disabilities

At Ripley we place equal value on the education of all pupils. Those with special educational needs or disabilities are encouraged to achieve their potential within each curriculum area. Teaching Assistants also offer additional individual support and intervention where needed.

### Co-curricular activities

A wide variety of out-of-school clubs and activities are available to pupils. These vary across the academic year but might include cookery club, drama club, farm club and many others. We have a large number of pupils involved in the Duke of Edinburgh Award and also our Combined Cadet Force. There are a wide range of opportunities in physical education with hundreds of children involved in sports team practices every evening. The school enjoys a national reputation for music; we have school bands and choirs, and a large number of musical functions are held annually. There are also excellent opportunities for pupils to begin or continue instrumental tuition as well as to participate in the annual school musical production. Educational visits and







exchanges take place throughout the year. These enrichment activities are vital to the development of our pupils and we continue to seek new and exciting educational opportunities to develop each individual.

### ICT resources

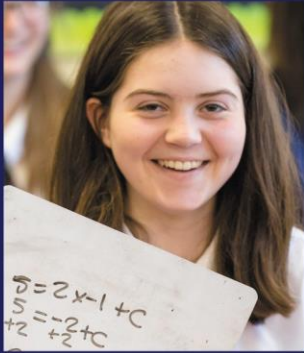
In recent years the school has invested heavily to develop our ICT provision and we have a state of the art wifi system and an excellent Virtual Learning Environment. Every teacher has a laptop for personal use, and a PC in their classroom.

### Ripley active in the community

Pupils and students at Ripley are encouraged to learn from the expertise, experience and information available within the local community. The school in return aims to provide a significant contribution to the community through the high-quality education, guidance and care we provide for our young people and through participation in fundraising and community service. We give the opportunity to children in local primary schools to join us for enrichment activities and to take part in a range of programmes. Ripley is active in its support of charities and we organise a number of fundraising activities.

### Our local area

Despite being a university city and home to 138,000 people, over two thirds of Lancaster is classed as rural area. Surrounded by many pretty villages, it is a very pleasant place to live. Lancaster benefits from excellent rail and road links, indeed the school is easily accessed from the M6 motorway. The city offers the usual attractions of a vibrant place to live, but also has some beautiful areas of outstanding natural beauty on the doorstep. The coast is easily accessed; Blackpool, the beautiful Fylde Coast and Morecambe Bay are within 40 minutes' drive. The Lake District is 30 minutes away. Liverpool and Manchester are less than 1 hour away. London is less than 3 hours away by train, with Lancaster being a mainline west coast station, giving easy access to Scotland.



*The Historic City*



*Crook O' Lune*



*Lancaster Castle*



*Williamson Park*



## WHY WORK FOR US?

- A bespoke CPD programme for all staff, exciting career opportunities
- Access to a range of Middle and Senior Leadership Programmes.
- Visible and high profile Senior Leadership Team
- Collaborative planning with centralised, shared schemes of learning and resources
- Close working relationship with colleagues across our multi-academy Trust

Employees can benefit from:

- Competitive salary
- Pension scheme
- Family-friendly leave, pay and working arrangements
- Free on-site parking
- Use of the school fitness suite, running track and pool
- Use of the school chapel for quiet reflection and prayer
- Relevant CPD opportunities
- An enthusiastic and highly professional staff team
- A professional working environment in which all staff are valued, listened to and encouraged to use their gifts and talents
- The opportunity to teach A Level in our purpose built Sixth Form centre

**“  
The academy demonstrates  
excellence in all aspects of its  
work”** Ofsted

**“  
Outcomes for all groups of  
students are outstanding”** Ofsted

**“  
Students receive outstanding  
care, guidance and support”** Ofsted





## ABOUT THE BAY LEARNING TRUST

The Trust was set up by us in 2016. In 2018 Carnforth High School joined the Trust family, and they were subsequently joined by Morecambe Bay Academy and Central Lancaster High School in 2019.

It has been very exciting to see the development of the Trust over the last eighteen months; we are now able to make a significant contribution to the education of young people in our local area. The Trust's priority is to improve the quality of education in all our schools and so enhance the life chances of our young people. Equally importantly, we want to develop well-rounded and considerate students who will contribute to their local communities and make a positive difference wherever they are. An excellent education is about more than examination results!

## OUR VISION AND VALUES

### **Our Vision:**

Our vision is to build a family of like-minded primary and secondary schools in the geographical area of Morecambe Bay who work and learn together to secure an excellent education for all our young people.

### **Our Values:**

- Reciprocity: every school contributes to our learning
- Generosity: we are all concerned about all our schools and support each other willingly
- Honesty: we acknowledge both our strengths and weaknesses
- Humility: we recognise that we all have much to learn

## OUR PRINCIPLES AND AIMS

### **Our Principles:**

- Our young people always come first
- Our young people should have opportunities to develop in body, mind and spirit
- Our young people can all be successful

### **Our Aims:**

- Improve and sustain high levels of school performance
- Develop a self-sustaining community that learns from each other and from the best available external practice
- Allow schools to focus on teaching and learning through a central team that supports them with finance, buildings and staffing
- To ensure that our schools remain financially sustainable
- Develop our premises to create the best possible learning environment



## DEPARTMENTAL INFORMATION

The Economics Department at Ripley is one of the Sixth Form's fastest growing, with numbers of students increasing over the last few years. There are 56 students currently taking Economics in Year 12 and 45 in Year 13. Economics is currently a one-person department; therefore whilst this role is for a Lead Teacher, it could be suited to an experienced teacher or an exceptional NQT. There is a strong network of support for Subject Leaders/Lead Teachers and teachers in the Sixth Form work closely together to provide support for one another. We are looking for an inspirational teacher to lead and grow the department, whilst maintaining high standards and outstanding outcomes.

We have high expectations of our students and are committed to enabling each student to realise his/her potential. Our students are highly motivated, enthusiastic and able.

Students take the AQA A Level in Economics. Students are also encouraged to enter for various subject related competitions. The department is well resourced, with an excellent Firefly VLE and is supported by first class library support, where students can access a wide range of relevant books and magazines.



*Sixth Form Centre*

## JOB DESCRIPTION - LEAD TEACHER FOR ECONOMICS

<b>Responsible to:</b>	<b>Vice Principal, Curriculum, Standards and Achievement</b>
<b>Job purpose:</b>	<b>To be accountable for the progress and achievement of pupils in Economics</b>
<b>Pay scale:</b>	<b>MPS/UPS</b>
<b>Allowance:</b>	<b>TLR2c (£2,873 per annum) Recruitment and Retention payment of £3500 for an exceptional candidate</b>
<b>Start Date:</b>	<b>September 2021</b>

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### Academy Mission Statement

As a worshipping community, witnessing to the Christian faith in all the school's activities, Ripley St Thomas Academy aims to develop to the full the academic, spiritual, aesthetic and physical potential of each pupil, encouraging in all its members a real and living faith in God.

### We aim:

- To educate our pupils in body, mind and spirit, enabling them to live life to the full.
- To place equal emphasis on academic excellence, character development and wellbeing.
- To serve the common good by fulfilling our commitments to creation and community.

### All staff are expected to model the following values, behaviours and attitudes:

- Actively supporting, articulating and promoting the Christian values and ethos of this Church of England Academy
- Putting pupils first and being positive about young people
- Committing fully to the safeguarding of pupils
- Having a commitment to excellence and high standards in everything we do
- Having, and communicating, the highest expectations of young people academically and personally
- Having a commitment to social justice and equality of opportunity
- Being committed to ethical behaviour: demonstrating integrity, honesty, resilience, professionalism, kindness and humility
- Behaving in a professional manner with staff and pupils at all times, treating all members of the school community with dignity and respect
- Contributing to the overall aims of the school by complying with and implementing school policies and by working collaboratively as part of pastoral and academic teams
- A willingness to contribute to school life beyond the curriculum

**Lead Teachers are accountable to the Principal for standards of learning and teaching and for the management of staff within their area.**

*Note: The responsibilities outlined in this job description are in addition to the duties required of all teachers under Pay & Conditions of Service legislation and in addition to the generic job description for a teacher at Ripley St Thomas. This job description is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment after consultation with the postholder.*

### Lead Teacher Responsibilities

- To contribute to and actively support and promote, decisions made during middle leader meetings
- To actively support all aspects of the school's life e.g. worship, assemblies, whole-school events
- Be highly visible and high profile within the curriculum area
- To take a lead role in ensuring impeccable pupil behaviour and disruption-free teaching within the curriculum area



- To encourage and support staff within the subject area.
- To challenge poor conduct and underperformance within the subject area
- To be an effective communicator verbally and in writing
- To assist in the recruitment and selection of teaching staff for the curriculum area
- To demonstrate, and consistently articulate, high expectations of teaching and behaviour
- To prioritise own health and the wellbeing of staff
- Be diligent in attending to personal professional development and the nurture of personal spiritual life
- To secure healthy accountably, using intelligent processes, including reporting to SLT and Governors' committees

#### Leadership of learning:

- To design and implement a sequenced curriculum across all key stages
- To ensure that long term plans and schemes of learning are in place, followed by staff and updated in light of emerging subject pedagogy and curriculum changes
- To set objectives for the Raising Achievement Plan and implement strategies to meeting objectives, in order to raise standards of learning and the achievement of pupils in line with targets.
- To ensure that internal assessment is rigorous, meets school requirements and is focused on informing teaching.
- To ensure that relevant and appropriate homework is set.
- To analyse data and monitor the effectiveness of intervention strategies employed by class teachers for underachieving pupils.
- To ensure that subject staff are able to interpret and use data pertaining to their classes.
- To provide exam analyses as required and employ intervention strategies as and when necessary to tackle underachievement and ensure pupils make good progress.
- To lead staff in removing any barriers to learning.
- To provide opportunities for pupils to engage in co-curricular activities for the curriculum area.

#### Leadership of teaching:

- To be a role model for high quality teaching.
- To draw on research and good practice to ensure that teaching in the subject area is at the cutting edge of professional practice and is compliant with the Teaching and Learning Handbook
- To contribute significantly to developing subject specific skills and knowledge of staff via the organisation of regular subject specific CPD
- To improve the quality of teaching and learning in the subject through an annual programme of structured monitoring and quality assurance processes
- To ensure that procedures for rewards and sanctions are in line with school policy and that they are implemented consistently
- To ensure pupils receive feedback for their work as set out in the Feedback Policy
- To make arrangements for classes during staff absence

#### Leadership of staff:

- To manage the performance of staff in line with the school's Appraisal Policy
- To provide strong and purposeful departmental leadership, both supporting and challenging staff and creating a sense of teamwork
- To lead departmental meetings and briefings which focus on teaching and learning
- To set, monitor and review standards and expectations of work, behaviour and routines in accordance with school policy, ensuring that members of the faculty follow all school procedures
- To ensure that feedback and follow-up support are given to individual teachers in the subject area through monitoring processes
- To provide guidance as to the appropriate professional development activities of staff, ensuring that activities are focused on raising standards
- To deploy staff within the department fairly and coach and guide less experienced teachers.
- To be responsible for the coaching and mentoring of newly appointed teachers, NQTs and ITT students

- To maximise the performance of the department, ensuring that schedules and workloads for the year are planned and structured so that staff are enabled to manage their workload effectively and meet deadlines
- To delegate responsibilities to other teachers in the department appropriate to their career stage and in line with relevant professional standards

Management of resources:

- To ensure that the learning environment within the subject area is stimulating, safe, well ordered and enhances learning
- To draw up a capitation budget, monitor expenditure and adjust spending to keep within allocated capitation, ensuring best value for money at all times
- To ensure that all maintenance and safety issues are promptly reported
- To manage the work of support staff effectively
- To ensure the subject is compliant with GDPR
- To actively promote the subject to encourage recruitment into the Ripley Sixth Form and to ensure students are supported to secure retention

## PERSON SPECIFICATION

Training and Qualifications	Essential/ Desirable
Qualified Teacher Status	E
Degree (or equivalent) in a relevant subject	E
Relevant and recent CPD	E

Church Connection	Essential/ Desirable
Fully supportive of Church school ethos and the school's mission statement	E

Teaching Experience	Essential/ Desirable
Effective teaching experience either as a qualified teacher or a trainee teacher across the age and ability range.	E
Awareness and understanding of children's development	E
Knowledge of a range of teaching methodologies	E
Successful experience of teaching in a post-16 setting	D
Ability or willingness to teach an additional subject from the school's curriculum to at least GCSE	D
Involvement in co-curricular activities	D

Professional Knowledge and Understanding	Essential/ Desirable
<i>Applicants should be able to demonstrate good knowledge and understanding of the following areas:</i>	
The subject curriculum 16 - 18	E
The principles of effective teaching and assessment	E
Current educational issues	E
Ensuring the highest standards of safeguarding are implemented within the school	E
Principles of effective behaviour management	E

Behavioural Competencies	Essential/ Desirable
<i>Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. Applicants should be able to:</i>	
Demonstrate excellent communication and interpersonal skills	E
Build and maintain effective relationships	E
Demonstrate personal enthusiasm and commitment to teaching	E
Manage conflict	E
Prioritise, plan and organise themselves	E
Think creatively to anticipate and solve problems	E
Listen to and reflect on feedback	E
Develop effective teamwork	E
Letter and application form are completed fully and with a high standard of literacy	E
Strong / supportive recommendation from referees	E



## SELECTION PROCESS

Application	Interview Tasks	Interview
<p>Through your application form and letter, we are looking for:</p> <ul style="list-style-type: none"><li>• Previous experience as an excellent teacher</li><li>• What positive impact you could have on our school</li><li>• Your personality, attitude and what makes you unique</li><li>• Why you want to work at Ripley St Thomas</li></ul>	<p>Shortlisted candidates may be asked to carry out the following tasks:</p> <ul style="list-style-type: none"><li>• Deliver a lesson</li><li>• Pupil discussion activity</li><li>• Subject knowledge assessment</li><li>• Tour of the school</li><li>• Personality profile</li></ul>	<p>The interview panel will comprise the Principal, senior staff and governors</p>

## APPLICATION CLOSING DATE

**The closing date for applications is**

midday on Wednesday 12 May 2021

**Shortlisted candidates will be contacted shortly after this date.**

**Interviews will be held:**

Wednesday 19 May 2021

**Applications may be submitted by email to [reesj@ripley.lancs.sch.uk](mailto:reesj@ripley.lancs.sch.uk) or by post.**

Ripley St Thomas CE Academy and the Bay Learning Trust are committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments are subject to an Enhanced Disclosure & Barring Service check. Further details will be sent to shortlisted candidates.