

RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY



Application pack

SENDCO

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 SENDCO. 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. 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

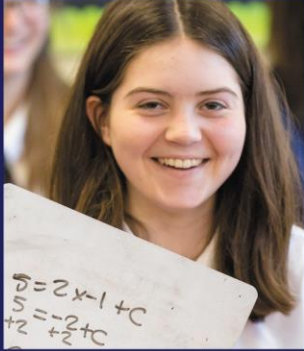
Ripley is a National Teaching School and School Centred ITT provider. We work within our Teaching School Alliance, in collaboration with other schools in the area. This enables us to share expertise with a wide range of colleagues, and ensure that we always have opportunities to improve our professional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

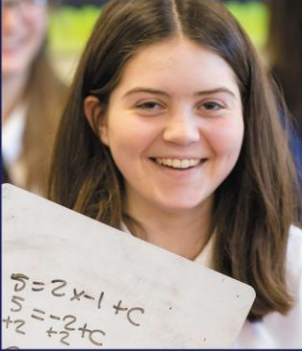
In recent years the school has invested heavily to develop our ICT provision and we have a state of the art wifi system and an excellent Virtual Learning Environment. Every teacher has a laptop for personal use, and a PC in their classroom.

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

Learning Support Department 2020 - 2021

The Learning Support Department has a dedicated classroom and office located in the main school building next to the dining room. Its location makes it easy to find and two entry and exit points mean that pupils can access the room whilst maintaining COVID restrictions. The Learning Support classroom is well used throughout the day supporting SEND pupils who have a differentiated timetable, accommodating pupils who cannot access upstairs classrooms due to injury or to give a safe space to vulnerable pupils.

Currently the team consists of:

- Learning Support Manager
- Assistant Learning Support Manager
- 2 HLTAs (both part time)
- 5 level 2 TAs

As a general rule Teaching Assistants work in classrooms to support pupils in lessons under the guidance of the class teacher, rather than withdrawing pupils from classes. The Teaching Assistants support across the year groups and in a variety of subjects.

During registration and assembly times pupils come to Learning Support for various interventions or to have support with organisation or homework. We also use this time to catch up with hearing impaired and vulnerable pupils on a 1:1 basis to ensure they are continuing to access the curriculum. Working in this way, on a 1:1 basis or in very small groups, enables relationships to be built and strengthened and trust to grow. We currently have 14 pupils in school who have an EHCP. There are however many more on the SEN register who have a diagnosis of a special educational need and who access support.

Exam Access Arrangements are also overseen by the Department from initial screening and testing to monitoring and making official applications for GCSEs and A levels. Teaching Assistants also read and/or scribe for pupils who would otherwise be at a disadvantage.

The department is part of a wider network of support for pupils encompassing the Pastoral team, Chaplaincy, School Nurse etc and we work closely with other staff members to ensure that our most vulnerable pupils receive the support and care they need in order to thrive and grow and reach their full potential.

JOB DESCRIPTION - SENDCO

Responsible to:	The Principal
Job purpose:	To fulfil the role of SENDCO across our 11-18 academy
Salary:	L3-7
Start Date:	1 September 2021

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.

Expectations of Senior Leaders

The role of senior leaders encompasses but exceeds the specific tasks assigned. The following are the generic expectations of senior leaders at Ripley:

- To actively support, articulate and promote the Christian values and ethos of this Church of England Academy.
- To assist the Principal in leading and managing the school.
- To contribute to, and actively support and promote, decisions made by the Leadership Team.
- To subscribe to the concept of "private honesty, public loyalty" at all times.
- To maintain the confidentiality of the team.
- To take a lead in all aspects of the school's life e.g. worship, assemblies, whole-school events.
- To be highly visible and high profile around school during the day and be part of the SLT duty rotas.
- To take a lead role in ensuring impeccable pupil behaviour and disruption-free teaching
- To encourage and support staff.
- To challenge poor conduct and underperformance.
- To be proactive and creative in anticipating and solving problems.
- To be an effective communicator verbally and in writing.
- Play a major role, under the overall direction of the Principal and in collaboration with members of SLT, in formulating and reviewing the Academy Improvement Plan.
- To work with the DSL to ensure that the school remains fully committed to safeguarding pupils.
- To assist in the recruitment and selection of teaching and support staff.
- 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 create sound strategies rooted in research and evidence
- To secure healthy accountability using intelligent processes, including reporting to Governors' Committees

Senior leaders are expected to model the following values, behaviours and attitudes:

- Putting pupils first and being positive about young people
- 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
- Demonstrating ethical leadership: service, wisdom, hope, courage, integrity, honesty, resilience, professionalism, kindness and humility

All senior leaders are expected to align and develop all internal academy systems to minimize unnecessary workload and bureaucracy, and to lead the academy's work on promoting the highest levels of staff and pupil wellbeing.

Individual roles and responsibilities are assigned below; however, the academy exists as an entity and to ensure effectiveness it will be crucial to understand that all areas of work and responsibility are interrelated and interdependent. Members of SLT have an overarching duty to work closely with colleagues on SLT and not be independent of them. Depending on the needs of the academy, specific roles may be altered from time to time in consultation with the Principal. Job descriptions will be reviewed annually.

The position of **SENDCO** at Ripley St Thomas is a key role in our fully inclusive school.

The SENDCO will lead the provision for all pupils who have additional learning needs to secure excellent outcomes. They will be committed to breaking down any barriers to learning by deploying the support team and identified resources in effective and creative ways to meet the requirements of individual pupils with additional and different learning needs.

To SENDCO will be responsible for aspects of provision for students with SEND including:

- Teaching and learning and outcomes for all students with SEND
- SEND Assessment, recording and reporting
- Resources and accommodation
- The work and professional development of staff in the department

The SENDCO role is a leadership position in our Academy. The postholder may be required to attend some Senior Leadership Team meetings on occasion in order to contribute to discussions about provision for pupils with SEND including:

- Curriculum design and structure
- Assessment, recording and reporting of the whole school curriculum

The post-holder will be an effective and successful teacher who shows a high level of commitment to the school and offers positive support for its aims, mission statement, values and future development.

Leadership of SEND

- To work closely with the Senior Leadership Team and colleagues in the strategic development and implementation of the school's Special Educational Needs (SEND) policy and to ensure the objectives to develop SEND are reflected across the whole school.
- To be responsible for high quality support provision for all students with SEND across the whole school.
- To strategically lead the co-ordination of SEND students' provision across the whole school through close liaison with staff, parents and external agencies.
- To ensure the effectiveness of all support, intervention and teaching for SEND students through careful monitoring, self-evaluation and appropriate follow up and support.
- To promote the highest of expectations and inspire innovation and challenge for all learners.
- To be responsible for the academic performance of SEND students across the whole school through strategic planning, identifying areas for development
- To ensure the learning needs of every SEND student are met and to respond proactively where gaps in performance become evident from data analysis.
- Support all staff to understand, recognise and fulfil their statutory responsibilities to students with additional or different needs
- To monitor SEND student attendance and effectively encourage consistently good punctuality and behaviour
- To liaise with senior staff in charge of curriculum, behaviour and inclusion to support the behaviour, progress and development of SEND pupils.
- To work closely with colleagues across the Bay Learning trust to share best practice across our family of schools.

Teaching and learning

- Evaluate the effectiveness of teaching and learning through various quality assurance activities and use these analyses to guide future improvements.
- Provide professional guidance in order to secure good teaching for SEND students, through written guidance, meetings, training and quality assurance of provision through various monitoring activities
- To gather appropriate and suitable evidence from teachers to inform Access Arrangements and oversee the management of associated testing.

Recording and assessment

- Set appropriately challenging targets for raising achievement among pupils with SEND and monitor progress against targets for all SEND students
- Contribute to reviews and provide documentation and information to inform subject staff of pupils' needs
- Collect and interpret specialist assessment data and ensure all staff are trained in the use of specific progress measures for SEND pupils
- Set up systems for identifying, assessing and reviewing pupils with SEND, in line with the Code of Practice 2001. This will include liaison with the pupil, Ripley staff, parents, professions and other agencies for applications for EHCP and EHCP reviews.
- Update the Principal and Governing Body on the effectiveness of provision for pupils with SEND
- Attend consultation evenings with parents and keep them informed about their child's progress
- Organise assessments for the provision of exam concessions
- Liaise with the Assistant Director of Operations and Examinations officer to coordinate and provide for pupils' needs for examinations
- Update Synergy to keep subject staff informed of pupils needs

Financial management

- In conjunction with SLT manage departmental funding effectively prioritising the aims identified in the development plan, statutory and non-statutory provision and overall school development priorities.
- Identify resources needed to meet the needs of pupils with SEND and advise the Principal of priorities for expenditure

Departmental responsibilities

- To be responsible for organising support for pupils with SEND through in-class support from teaching assistants or from specialist teachers and professionals.
- To maintain the learning support department facility
- To take the lead in the appraisal and quality assurance of Learning Support staff and their work.
- Provide opportunities for the development of staff skills and knowledge

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.

PERSON SPECIFICATION

	Essential/ Desirable
Training and Qualifications	
Qualified Teacher Status	E
Degree (or equivalent) in a relevant subject	E
Relevant and recent CPD	E
Evidence of appropriate experience and qualification for the role of SENDCO (including National Award for SEN Co-ordination qualification)	D
Church Connection	
Fully supportive of Church school ethos and the school's mission statement	E
Teaching Experience	
Significant and relevant experience of teaching in the secondary phase	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
Involvement in co-curricular activities	D
School Leadership and Management Experience	
Recent successful leadership as a SENDCO in a secondary school	D
To have an active involvement in school self-evaluation and improvement planning	D
An understanding of how to effectively deploy staffing and financial resources to support student progress	D
Professional Knowledge and Understanding	
<i>Applicants should be able to demonstrate good knowledge and understanding of the following areas:</i>	
Curriculum 11 - 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	
<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">• Previous experience as an excellent teacher• What positive impact you could have on our school• Your personality, attitude and what makes you unique• Why you want to work at Ripley St Thomas	<p>Shortlisted candidates may be asked to carry out the following tasks:</p> <ul style="list-style-type: none">• Deliver a lesson• Pupil discussion activity• Subject knowledge assessment• Tour of the school• Personality profile	<p>The interview panel will comprise the Principal, senior staff and governors</p>

APPLICATION CLOSING DATE

The closing date for applications is

midday on Friday 14 May 2021

Shortlisted candidates will be contacted shortly after this date.

Interviews will be held:

Friday 21 May 2021

Applications may be submitted by email to 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.