

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY



Application pack

## TEACHER OF SPANISH (MATERNITY COVER)

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY

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November 2022

Dear Applicant

Thank you for your interest in applying for the post of Teacher of Spanish (maternity cover). 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.

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

*An education for life*

**Principal** Mrs C. Walmsley  
**Chair of Governors** Mrs S. Farrimond

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



to our whole school community, and who will support our ethos, whatever their own faith position might be.

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.

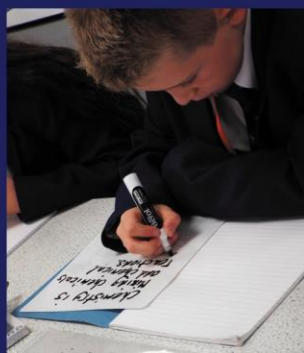
Yours sincerely



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 270 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
- Religious Education is a core subject and is compulsory for all students at KS4. We are developing our core RE programme at KS5.
- 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.
- We have a successful SCITT and we regularly recruit teachers we have trained.



## 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. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness through regular acts of worship, but more importantly by valuing and caring for every member of our community.

### SCITT

Ripley is a School Centred ITT provider. We work in collaboration with other schools in the area to provide high quality training for new teachers.

### 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, one Senior Assistant Principal, a Head of Sixth Form, five 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. We operate a two year KS4. In Years 10 and 11 all pupils follow a core curriculum of English, mathematics, science, RE, PSHE/RSE 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 consultative 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. Some pupils are withdrawn from lessons for brief periods to work with specialist staff.

## 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, eco club, farm club and many others. 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 all appear in our annual programme. Enrichment activities are vital to the development of our pupils and we continue to seek new and exciting educational opportunities to develop each individual.

## School uniform

We set high standards of personal appearance. Pupils are expected to dress smartly for a learning environment. School uniform is compulsory for all pupils in Years 7 to 11.





### 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. We are also committed to sustaining and extending our links with local businesses, both to enrich the curriculum and to encourage sponsorship and financial support for the work of the school.

### 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

### DEPARTMENTAL STAFF

Subject Leader, MFL: Mrs K Potter

Subject Leader, French: Miss S Huddart

Subject Leader, Spanish: Mrs C Joassard

The department is made up of 7 highly motivated and diligent, specialist language teachers who continually strive to deliver outstanding lessons. The department has considerable experience and status within the school both in terms of teaching and learning and in terms of its outstanding results.

Our GCSE and A Level results indicate good progress, stronger in French than Spanish. We are now looking for a dual linguist (French and Spanish) with an enthusiasm and a passion for languages to join our team and help us to continue to fly the flag for languages.

The school as a whole sets incredibly high standards and the department itself ensures that pupils are constantly challenged in all lessons and that only the very best is acceptable. Our pupils and students are highly motivated, enthusiastic and able. There is a very high level of challenge in every lesson, in order to ensure that pupils develop a deep understanding of the principles that lie behind their learning.

The department has 4 teaching rooms within its own block. All of these rooms are fitted with Smartboards, PCs and all rooms (and throughout the school) have wireless network connectivity. Teaching staff have access to numerous ICT packages linked through Firefly (the school's own VLE). Although this is in its infancy, the department is looking to build upon its current status and transfer its vast wealth of resources onto this system.

Take-up for GCSE is good though needs to improve to reach government Ebacc Targets. We follow the AQA syllabus for both GCSE and A level. At both KS3 and KS4 we use online resources to support pupil learning and these include Quizlet and Blooket.

Teachers use subject specific terminology accurately and frequently and expect students to do the same. When questioning students, they ensure that students have opportunities to explain their ideas and reasoning. Lesson planning incorporates a focus on likely errors and misconceptions and teachers select activities that address misconceptions directly.

Beyond the structure of the schemes of work, staff share ideas both formally, in departmental meetings, and informally on a day-to-day basis. A common philosophy of what constitutes good language teaching is well promoted, and lies at the heart of the guidance and teaching materials. Teachers enjoy the challenge of getting students to understand grammatical ideas and developing their curiosity. As a result, students learn the subject rather than learn to pass an exam.

We enjoy promoting languages across the school during various calendared events, our most important being European Week of Languages at the end of September. During this week we run different events including a European Bake-off, pebble art, a break time market stall and daily worship. Our message is always 'a little language goes a long way' and we enjoy the opportunity to get all staff members involved in sharing this message across all subject areas.

For many years we have run successful trips to Normandy (Year 8), Paris (Year 11) and we have had a Spanish Trip for KS4 – these have all been paused over the last couple of years due to the current pandemic though we hope to continue this long tradition of trips abroad in the future.

## JOB DESCRIPTION - TEACHER OF SPANISH (MATERNITY COVER)

**Responsible to:** Mrs K Potter, Subject Leader MFL

**Pay scale:** MPS/UPS

**Start Date:** January 2023

### Academy Vision Statement

As a Christian community, we aim to provide an education which enables all members of our Ripley family to flourish academically, personally and spiritually. Through acts of faith, hope and love, we encourage our young people to live well, to serve others and to make a difference in the world.

*'And now these three remain: faith, hope and love. But the greatest of these is love.'*

1 Corinthians 13:13

### We aim:

1. We aim to follow the examples and teaching of Jesus Christ.
2. We draw inspiration from the vision of Julia and Thomas Ripley by continuing their work of providing care and education for all.
3. We strive for a culture of excellence in all we do and we are ambitious for all members of our community.
4. We provide a rich curriculum and co-curriculum which develops pupils in body, mind and spirit.
5. We love and care for one another, treating each other with kindness, dignity and respect.
6. We understand that the wellbeing of our pupils and staff is the key to flourishing.
7. We have a commitment to creation and the stewardship of our planet, as well as service to our 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, including leading from worship
- 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

### To be effective in the classroom, all teachers are expected:

- To be accountable for pupil progress in the classes they are responsible for
- To have a secure knowledge and understanding of the relevant curriculum area and to keep up to date with current developments
- To plan and teach challenging, well-organised lessons and sequences of lessons across the age and ability range in line with the Ripley Learning and Teaching Policy
- To maintain the highest standards of pupil behaviour and conduct both inside and outside of the classroom and to follow the Academy Behaviour Policy
- To encourage resilience and hard work amongst pupils



- To keep up to date with the assessment requirements for the subjects taught, including those relating to public examinations
- To use both school and national data to evaluate the effectiveness of teaching, to monitor progress and to raise attainment
- To use assessment and prior attainment as part of teaching to diagnose pupils' needs, set realistic and challenging targets for improvement and plan future teaching
- To set and mark homework and to give feedback which is meaningful, in line with school policy
- To contribute to the work of the department as instructed by the Subject Leader in the development of syllabuses, teaching materials and schemes of learning

**To develop professionally, all teachers are expected:**

- To be reflective practitioners and engage with further research and reading to inform and improve teaching
- To receive and act on feedback to build on strengths and improve performance
- To take ownership of their own professional development, engaging in professional development activities as appropriate to the teacher's career stage
- To contribute to the professional development of others as appropriate to the teacher's own career stage
- To develop knowledge and understanding of technology to support teaching
- To keep up to date on current teaching, learning and behaviour management strategies and know how to adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential

**To manage young people effectively, all teachers are expected:**

- To understand how young people develop and to make effective personalised provision for children with specific learning needs including higher prior attaining pupils
- To act in the capacity of a Progress Tutor.
- To manage pupils' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- To promote the self-control and independence of pupils through a range of behaviour management strategies and through developing pupils' social, emotional and behavioural skills
- To know how to identify potential safeguarding issues and follow safeguarding procedures

**To provide the best possible learning environment, all teachers are expected:**

- To establish a purposeful and safe learning environment which enhances learning
- To be responsible for the safety of those working in the classroom; this includes ensuring that the room is free from clutter and untidy storage, that faults are reported according to procedures laid down; in the case of teachers of practical subjects, this includes awareness of the dangers of equipment and material being used, availability of first aid materials, and knowledge of procedures in case of accidents

## 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
An ability to use ICT confidently in teaching	E
Knowledge of a range of teaching methodologies	E
Involvement in co-curricular activities	E

Professional Knowledge and Understanding <i>Applicants should be able to demonstrate good knowledge and understanding of the following areas:</i>	Essential/ Desirable
The subject curriculum 11 - 16	E
The A Level curriculum	D
The principles of effective teaching and assessment	E
Current educational issues	E
Knowledge and use of ICT in schools	E

Behavioural Competencies <i>Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application, however, it is more likely that they will be more fully assessable during the interview process and from the references. Applicants should be able to:</i>	Essential/ Desirable
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

## SELECTION PROCESS

Application	Interview Activities	Formal 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 undertake the following activities as part of the interview process:</p> <ul style="list-style-type: none"> <li>• Deliver a lesson</li> <li>• Subject knowledge assessment</li> </ul> <p>They will also have the opportunity to:</p> <ul style="list-style-type: none"> <li>• Have a tour of the school</li> <li>• Meet with department staff</li> </ul>	<p>The interview panel will comprise the Principal and senior staff</p>

In line with our safeguarding policies, we are unable to accept CVs. To apply for this post you must complete the application form.

### APPLICATION CLOSING DATE

**The closing date for applications is  
midday on Monday 5 December 2022**

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

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

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.

It is an offence to apply for this role if the applicant is barred from engaging in regulated activity relevant to children.