

RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY



Application pack

VICE PRINCIPAL - CURRICULUM STANDARDS & ACHIEVEMENT

RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY

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Dear Applicant

Thank you for your interest in applying for the post of Vice Principal - Curriculum, Standards and Achievement. This post becomes available due to the promotion of the previous postholder. This is a key appointment and we are seeking an experienced leader who will make a significant contribution to our Academy. 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 are always looking to improve and the new postholder will have a key role in continuing to drive advancements for the benefit of our young people.

We promote a culture of excellence here at Ripley and we expect the highest standards from everyone. 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

Believe.....

Principal Mrs C Walmsley
Chair of Governors Mrs J Garnett

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work hard and contribute 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. 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



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. 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.

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.

Curriculum

Ripley aims to provide a curriculum that meets the needs of all pupils by offering a breadth of educational opportunity. Subjects are taught according to National Curriculum guidelines and a wide range of teaching and learning styles are used to ensure that pupils are actively engaged in their lessons. We have a three year KS4, so in Years 9, 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.

Our post-16 provision offers a wide choice of A Level courses, as well as BTECs in some vocational subjects.



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, 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 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. We are also committed to sustaining and extending our links with local businesses.

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.



JOB DESCRIPTION: VICE PRINCIPAL (CURRICULUM, STANDARDS & ACHIEVEMENT)

Responsible to:	The Principal
Job purpose:	To lead the development of the curriculum, ensure the highest standards of achievement and play a significant role in academy leadership as a member of SLT
Salary:	Negotiable for the right candidate
Start Date:	April 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 all members of the Senior Leadership Team:

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, and to deputise when required.
- 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 other 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.

Standards and Achievement

- Ensuring alignment across all our systems in KS3-5 to ensure effective and coherent approaches to meeting academy objectives
- Working with the Assistant Principals, Director of Operations and middle leaders to respond promptly to information provided on pupil progress and attainment
- Line management of Subject Leaders and organisation of SLT Link system
- Strengthening the capacity of subject leaders through intelligent accountability, CPD, robust systems and earned autonomy
- Quality Assurance of all areas related to standards and achievement following the principle of intelligent accountability
- Using data and other intelligence to identify areas for improvement and initiating change where needed
- Responsibility for producing the Achievement section of the SEF
- Working with the Principal on Performance Management

Curriculum Design and Development

- To lead the development and design of the school curriculum and to monitor its implementation and quality
- To create a curriculum that meets statutory requirements and secures improvement in pupils' spiritual, moral, cultural, and social development
- To ensure that schemes of work are in place and are effective in promoting learning
- To develop, coordinate and articulate the wider curriculum, ensuring high levels of pupil participation
- Present coherent and accurate accounts of the school's performance in forms appropriate to a range of audiences including governors, parents/carers and Ofsted

Teaching and Learning

- To have strategic oversight of Teaching and Learning across the Academy and secure improvements in line with the aims of the Academy Improvement Plan
- To work of the Assistant Principal - Teaching and Learning to monitor and evaluate the implementation of the curriculum across the school
- To ensure lessons consistently meet teacher standards and the Academy Teaching and Learning Policy
- To work with the Assistant Principal to ensure the highest quality CPD for staff at all stages in their career
- To support Subject Leaders in improving the quality of teaching and learning

PERSON SPECIFICATION

A = Application form and supporting letter
S = Selection process
R = Reference

Training, Qualifications and Experience		
	Essential/ Desirable	Suggested evidence
Qualified Teacher Status	E	A
Degree (or equivalent)	E	A
Relevant, recent and sustained in-service training	E	A
Successful senior leadership experience within an educational setting	E	A
Evidence of further training for senior leadership e.g. MA, MEd, NPQSL	D	A
Ability to demonstrate commitment to safeguarding and promoting the welfare of children including up to date safeguarding training	E	A or S
Experience of leading and managing others, including supporting staff in improving their practice	E	A
Experience of leading improvement initiatives	E	A
Experience working in an 11-18 school	D	A
Experience of managing budgets	E	A

Church School		
	Essential/ Desirable	Suggested evidence
Fully supportive of Church school ethos and the Academy's mission statement	E	A or S
An understanding and appreciation of the role and mission of church schools	E	A or S
Able to articulate the Christian ethos of the Academy	E	A
Leading school worship	E	S
Ways of developing religious education and worship	E	S
Ways of leading the spiritual development of all the school community	E	S
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school	E	S
How relationships should be fostered and developed between the school, local Church and its community and the Diocese of Blackburn	E	S
A personal Christian faith commitment	E	S R
Regular involvement in a church in membership of Churches Together in England / The Evangelical Alliance / North West Partnership (<i>this requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school</i>).	D	S & R

Professional Knowledge and Understanding		
	Essential/ Desirable	Suggested evidence
Demonstrates analytical understanding and uses data effectively	E	S
Demonstrates a clear understanding of curriculum planning at a whole school level and department level	E	S
A thorough understanding of the Ofsted and SIAMS inspection frameworks	E	S
An understanding of initial teacher training and the work of Teaching Schools	D	S
An informed appreciation of and commitment to evidence-based research as a basis for improving teaching and learning policy and practice	E	S
An understanding of the principles of effective teaching, learning and assessment	E	S
Experience of strategic planning for school improvement	E	S
Exhibits current knowledge and understanding of educational policy locally, national and globally	E	S

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	Suggested evidence
Demonstrate strong communication and interpersonal skills	E	S R
Build and maintain effective relationships including holding others to account	E	S R
Inspire, challenge, motivate and empower others to carry the vision and improvement plan forward	E	S R
Demonstrate personal enthusiasm and commitment to the leadership process	E	S R
Manage conflict	E	S R
Prioritise, plan and organise themselves and others	E	S R
Think creatively to anticipate and solve problems	E	S R
Listen to and reflect on feedback	E	S R
Develop effective teamwork	E	S R

Values and attitudes		
	Essential/ Desirable	Suggested evidence
Putting pupils first and being positive about young people	E	S R
Having a commitment to excellence and high standards in everything we do	E	S R
Having, and communicating, the highest expectations of young people academically and personally	E	S R
Having a commitment to social justice and equality of opportunity	E	S R
Being committed to ethical leadership: demonstrating integrity, honesty, resilience, professionalism, kindness and humility	E	S R

APPLICATION CLOSING DATE

The closing date for applications is

Monday 25 January 2021 (midday)

Shortlisted candidates will be contacted shortly after this date.

If you have not heard from us by 29 January 2021
please assume your application has been unsuccessful.

Interviews will be held:

Wednesday 3 February and Thursday 4 February

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.