

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY



Application pack

## LEAD PRACTITIONER - MATHEMATICS

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY

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Ashton Road, Lancaster LA1 4RS



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March 2025

Dear Applicant,

Thank you for your interest in the position of Lead Practitioner - Mathematics. I hope the information provided will be helpful to you in deciding whether to apply for the post.

Ripley is a dynamic and ambitious Church of England Academy. Our Christian purpose and ethos is at the heart of all we do in developing our young people into confident and mature adults, who we hope will be able to make a positive contribution to society. 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.

Ripley became an academy in 2011 and, more recently, formed a MAT, 'The Bay Learning Trust'. The Trust is growing rapidly with five local secondary schools and one primary school currently members. The vision of the Trust is to build a family of schools in the local area that work together to provide the best education possible for our young people.

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.

Ripley is a very large community with c1750 pupils (c380 in the sixth form) and 180 staff. The academy is situated in beautiful grounds with a great heritage, having been the gift of Julia and Thomas Ripley to the young people of Lancaster in 1864. We try to blend the best of the old with the best of the new to give our young people an education which develops them in body, mind and spirit. We are privileged to work with wonderful young people who are keen to learn and eager to achieve.

We are a highly successful school, having been graded Outstanding by Ofsted and by SIAMS in our last three inspections. We are a Teaching School and have our own SCITT for both primary and secondary teachers. This success has been the result of very hard work, of attention to detail and of great team work by the whole school community. We have very high expectations of staff and pupils and Ripley is certainly not a place for those seeking a quiet life.

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 area, offering a wide range of courses and welcoming students both from Ripley and from other local secondary schools. Ofsted and Church School inspectors

*An education for life*

**Executive Headteacher** Mrs S. Kenyon  
**Chair of Governors** Mrs J. Hodgson

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



have all said we were 'outstanding' in our inspections and our teacher training provision was equally graded 'outstanding'.

We promote a culture of excellence here 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.

Ripley is a very welcoming and close-knit community and it is a great place to work! If you would like to visit the academy prior to making an application, please contact Mrs E McLeod, Subject Leader for Mathematics, via the following email address: [mcleode@ripley.lancs.sch.uk](mailto:mcleode@ripley.lancs.sch.uk). Please do take a look at our school website to learn more about who we are. I would particularly recommend the video for Open Evening which will show you our magnificent grounds.

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. Along with your application form as application, please 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.

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.

Yours sincerely



Mrs S Kenyon  
Executive Headteacher



*Mrs S Kenyon, Executive Headteacher*

## 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 Ripley 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 1700 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 1700 pupils and students, including 300 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 participation in the work of the school.
- We have one of 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 80% of our pupils achieving good passes in English and Maths in 2022.
- Pupils make good progress with us. In 2024 our progress score at GCSE was well above average.
- 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.
- Ripley has a beautiful school chapel and the presence of a full time Chaplain. The Chaplaincy at Ripley offers distinctive support within our Church of England Academy.
- We have a highly successful DofE scheme, offered at Bronze, Silver and Gold level, and a Combined Cadet Force.



## 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 six schools working in collaboration with a vision to ensure that all young people in the area have the opportunity to receive an excellent education.

### OUR VISION

We aim for all members of our Christian community to flourish spiritually, academically and personally so that they can live life in all its fullness.

'I have come in order that you might have life – life in all its fullness.' (John 10:10)

### How we realise our vision

At Ripley, we realise our vision through our Christian values of faith, hope, love and service. Our commitment to the Christian faith and these values helps create our harmonious, kind and considerate school.

'And now these three remain: faith, hope and love. But the greatest of these is love.' (1 Corinthians 13:13)

### A Church of England School

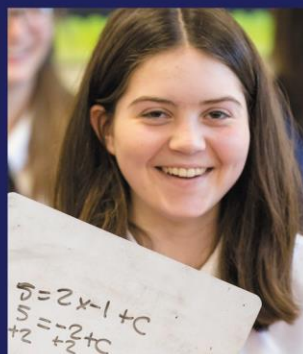
We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness through regular acts of worship, but more importantly by valuing and caring for every member of our community.

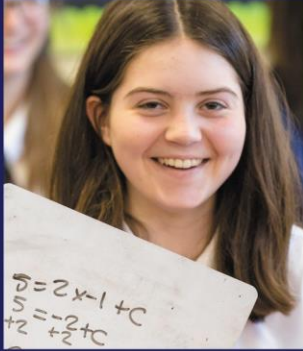
### SCITT

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

The Senior Leadership team currently comprises an Executive Headteacher, two Acting Heads of School, a Senior Assistant Headteacher, Head of Sixth Form, three Assistant Headteachers (one of whom is also Head of Sixth Form), Director of Operations, Deputy Head of Sixth Form 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 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. It is led by our Acting Head of Sixth Form, Mrs Helen Abell, 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. The Chaplaincy at Ripley offers a pastoral role, with the presence of a full time Chaplain.

### **Links between home and school**

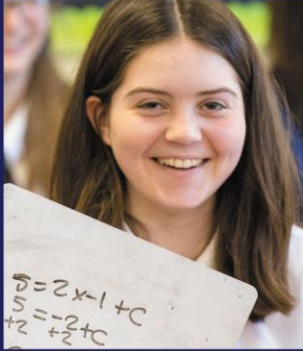
We aim to develop strong links between home and school. We hold consultative evening meetings between staff and parents to discuss any concerns, acknowledge successes and agree targets for further improvement.

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 is 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. The school was chosen as the best school music department in the country, and we have a strong choral tradition. 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**

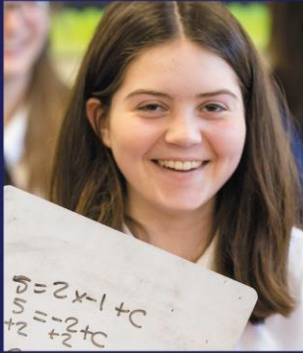
In recent years the school has invested heavily to develop our ICT provision and we have a state of the art wifi system and an excellent Virtual Learning Environment. Every teacher has a laptop for personal use, and a PC in their classroom.

### **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

**“  
Staff are extremely proud to work at the  
school**

**”** Ofsted

**“  
Pupils and students benefit from an  
extremely high-quality education,  
including an aspirational curriculum**

**”** Ofsted

**“  
The behaviour of pupils and students is  
exemplary**

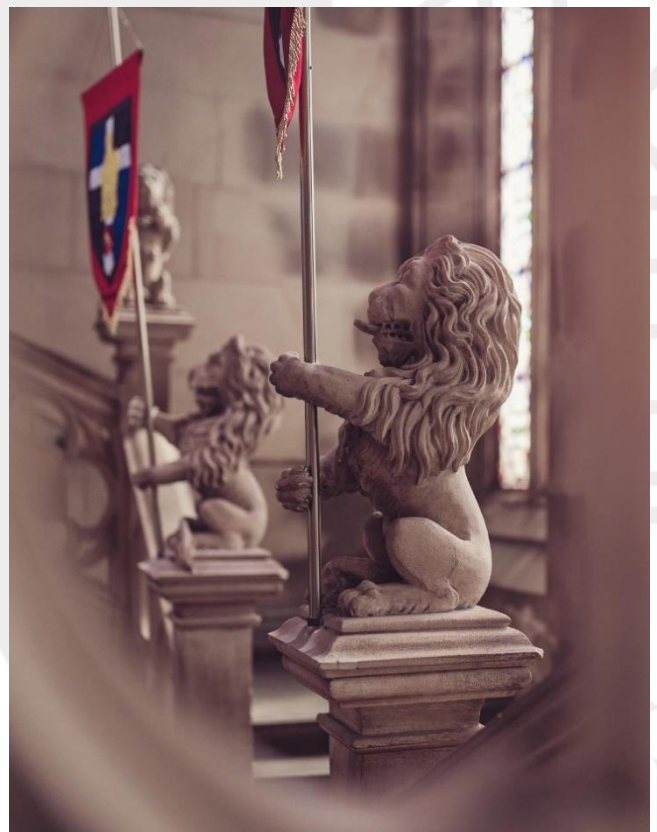
**”** Ofsted

**“  
Pupils and students are highly  
articulate, self-motivated and  
determined to succeed**

**”** Ofsted

**“  
Outstanding in every aspect**

**”** Ofsted



## ABOUT THE BAY LEARNING TRUST

The Bay Learning Trust is a community of like-minded schools. We serve our community to enable pupils to flourish and achieve excellence.

The Trust was set up by Ripley St Thomas Church of England Academy in 2016. In 2018 we were delighted to welcome Carnforth High School into our Trust family, and then Morecambe Bay Academy and Central Lancaster High School in 2019, followed by Longridge High School in 2023. On the 1st February 2024, The Bay Learning Trust further expanded by welcoming Barnacre Road Primary School into the Trust family.

## OUR VISION AND VALUES

As the founding school, Ripley's Christian ethos sits at the heart of the ethos of our Multi Academy Trust.

**Excellence, Integrity and Service** sit at the heart of all we do and underpin how we work together within our schools and our wider community.

### 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



## MATHEMATICS DEPARTMENT INFORMATION

Subject Leader: Emily McLeod

Assistant Subject Leaders: Harriet Turley, Elliott Willcox, Scott Cameron

The department is made up of fourteen specialist teachers including six part time teachers. This is a very successful, enthusiastic, hard-working and innovative team of teachers who continually strive to deliver exceptional 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 outstanding and sustained progress.

### GCSE

- 2020/21 – 90.2% 9-4
- 2021/22 – 82.7% 9-4
- 2022/23 – 85.6% 9-4
- 2023/24 – 87.8% 9-4

### A Level

- 2020/21 – 59.6% A\*-C
- 2021/22 – 79.4% A\*-C
- 2022/23 – 79.5% A\*-C
- 2023/24 – 75.8% A\*-C

Progress at KS3 is of a similarly high standard.

These results are sustained by consistently high teaching across the ability range throughout all years. 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. This means that subsequently, they meet a very high level of challenge in every lesson, in order to ensure that they develop a deep understanding of the principles that lie behind their learning.

The department has 10 teaching rooms in the main school. 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). We have spent the last few years building our Firefly provision which holds detail on the curriculum, instructional videos and additional work students can complete as part of their independent learning – either to help fill gaps following missed lessons or to enrich their mathematical education.

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 mathematics teaching is well promoted; building fluency, mastery developing problem solving skills lie at the heart of our schemes of learning and teaching materials. Teachers enjoy the challenge of getting students to understand mathematical ideas and develop their curiosity. As a result, students learn the subject rather than learn to pass an exam. A large number of students choose to study Maths at A Level and a number of these students also opt to study Further Maths.

## JOB DESCRIPTION

<b>Responsible to:</b>	Subject Leader, Mathematics
<b>Pay Scale:</b>	Lead Practitioner LP03 – LP07 (£52, 560 - £58,118)
<b>Start Date:</b>	September 2025
<b>Contract type</b>	Permanent

### Academy Vision Statement

We aim for all members of our Christian community to flourish spiritually, academically and personally so that they can live life in all its fullness.

***'I have come in order that you might have life—life in all its fullness.'* (John 10:10)**

At Ripley, we realise our vision through our Christian values of faith, hope, love and service. Our commitment to the Christian faith and these values helps create our harmonious, kind and considerate school.

***'And now these three remain: faith, hope and love. But the greatest of these is love.'* (1 Corinthians 13:13)**

### Our Aims

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.

### Purpose of the role

To work in collaboration with the department leadership team to continue to promote excellence in the Mathematics classroom and to support any improvements in regards to teaching and learning through modelling, coaching, and training.

### Duties and Responsibilities

#### Promoting excellence in the classroom & raising standards, where applicable

- Carry out teacher responsibilities in line with the professional duties of a teacher and in line with school policy
- Model consistently high-quality teaching and be able to demonstrate excellent practice
- Prepare and deliver training courses within the department to improve teachers' practice, as directed by the Maths leadership team
- Support teachers' professional development and appraisal through carrying out quality assurance activities, providing feedback, and implementing strategies to improve practice, as directed by the Maths leadership team, and in line with school policy
- Provide mentoring/coaching to individual teachers on a 1-1 basis
- To support the leadership team with the planning, implementing and evaluating intervention plans to support teaching and learning and raise achievement

- To promote strategies which support inclusion within the mathematics classroom
- To support the Maths leadership team in developing and evaluating the curriculum and associated resources

### **Monitoring and evaluation**

- To coordinate and carry out monitoring and evaluation activities to improve teaching and learning, including lesson observations, book looks, pupil voice, etc
- To use information gained from quality assurance tasks, and data analysis, to put together a plan for teacher development
- To support with self-evaluation and improvement plans across the department

### **Professional Development**

- To lead on researching best practice and keeping up to date with the latest developments
- To share knowledge with staff and offer support to implement research into their own practice
- To inform staff about the latest innovations in intervention strategies
- To lead on identifying high quality CPD programmes to improve teaching and learning in Maths
- To take part in the school's appraisal procedures
- To take part in further training to develop own practice
- To support the work of the Ripley SCITT, whenever appropriate

### **Management of staff and resources**

- To direct and supervise support staff assigned to them, and if appropriate, other teachers
- To contribute to the recruitment and professional development of other colleagues
- To deeply resources delegated to them

### **Other Areas of Responsibility**

#### **Safeguarding**

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding leads (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- To promote the safeguarding of all pupils in the school

## PERSON SPECIFICATION

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

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

<b>Experience</b>	<b>Essential/ Desirable</b>
Effective teaching experience as a qualified teacher across the secondary phase.	E
Effective teaching experience as a qualified teacher in a Sixth Form	D
Awareness and understanding of children's development	E
An ability to use ICT confidently in teaching	E
Experience planning and delivering interventions of pupils	D
Knowledge of a range of teaching methodologies	E
Involvement in co-curricular activities	E
Experience of supporting colleagues to develop	D
Experience of delivering training	D

<b>Professional Knowledge and Understanding</b> <i>Applicants should be able to demonstrate good knowledge and understanding of the following areas:</i>	<b>Essential/ Desirable</b>
The subject curriculum 11 - 16	E
The A Level curriculum	D
The principles of effective teaching and assessment	E
Knowledge of barriers to learning that children may face	E
Current educational issues	E
Knowledge and use of ICT in schools	E
Ability to adapt teaching to meet pupils' needs	E
Knowledge of guidance and requirements around the safeguarding of children	E

<b>Behavioural Competencies</b> <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>	<b>Essential/ Desirable</b>
Demonstrate excellent communication and interpersonal skills	E
High expectations for children's attainment and progress	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
Commitment to safeguarding and equality	E

## APPOINTMENT 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 may be comprised of some/all of the following:</p> <ul style="list-style-type: none"> <li>• Executive Headteacher</li> <li>• Acting Head of School</li> <li>• Governor(s)</li> <li>• Senior staff</li> </ul>

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

### KEY DATES

**Deadline for receipt of applications: 12 noon on Monday 31 March 2025**

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

**Interview date TBA**

**Start Date: September 2025**

**Applications may be submitted by email to [recruitment@ripley.lancs.sch.uk](mailto:recruitment@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.