

RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY



Application pack

SUBJECT LEADER, MUSIC

RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY

ripleystthomas.com
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March 2026

Dear Applicant,

Thank you for your interest in the position of Subject Leader, Music. 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.

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 and horses 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 have all said we were 'outstanding' in our inspections and our teacher training provision was equally graded 'outstanding'. This success has been the result of very hard work, of attention to detail and of great team work by the whole school community.

An education for life

Acting Headteacher Mrs H. Best
Chair of Governors Mrs J. Hodgson

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



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 – we often talk about The Ripley Family – and it is a great place to work! 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 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.

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

A handwritten signature in black ink that reads "Helen Best". The signature is written in a cursive style with a large, stylized 'B'.

Mrs H Best
Acting Headteacher



*Mrs H Best
Acting 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 1750 pupils and students, including 300 in our large sixth form
- The school admits 290 children into year 7, 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.
- Pupils make excellent progress with us with results consistently above the national average. In 2024 (last published P8 figure) our progress score at GCSE was +0.62.
- 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

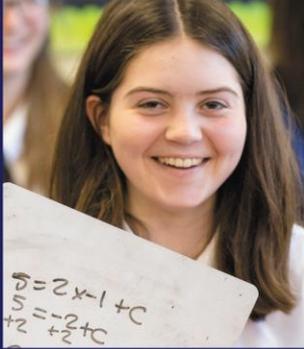
We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness 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 the Acting Headteacher, one Deputy Headteacher, two Acting Deputy Headteachers, two Assistant Headteachers, SENDCo, Deputy SENDCo, Director of Operations and 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 Head of Sixth Form, Ms Alexia Barnes, 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

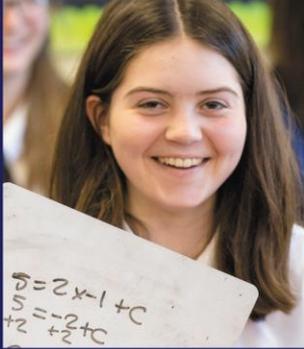
We aim to develop strong links between home and school. We hold consultative evening meetings between staff and parents to discuss any concerns, acknowledge successes and agree targets for further improvement.

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

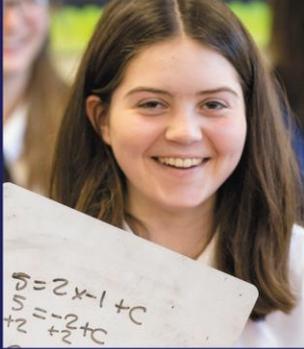
In recent years the school has invested heavily to develop our ICT provision and we have a state of the art wifi system and an excellent Virtual Learning Environment. Every teacher has a laptop for personal use, and a PC in their classroom.

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



DEPARTMENTAL INFORMATION

At Ripley, Music permeates all aspects of school life and, as such, is a prominent part of much that we do. Aside from curricular and co-curricular activities (several choirs, jazz band, school band, orchestra, etc.), as a Church of England academy, music contributes significantly to acts of worship. The robed Chapel Choir is a visible presence, leading the congregations at large services, and singing a monthly service of Choral Evensong in the school chapel which is open to pupils, staff, parents and members of the local community to attend.

We strive to give our pupils the highest-quality musical experiences and recent performance venues have included St Margaret's Westminster, Clare College Cambridge, Liverpool Cathedral, and a televised Prom in the Royal Albert Hall. We also have a well-established Music exchange to Germany. In May 2016 we were selected to be the first state-comprehensive school to host the MMA annual conference, bringing together music teachers from across the country and, in 2017, were named 'Best Music Department' in the national Music Teacher awards for excellence.

The most notable aspect of the role of music in the school community is the way in which pupils and staff support each other at performances. Aside from the large number of pupils who take part in school ensembles, those who have interests other than music are frequently seen in audiences at formal and informal concerts alike to celebrate their friends' achievements; as such, there is a sense that music is seen at Ripley as being as valid a pursuit as sport or other co-curricular activities.

One of our defining features is singing, and this is evident in the way that all pupils throughout the school take part in singing assemblies. Often these are simply a way of energising pupils in the morning, having fun through singing together; sometimes they take the form of a hymn practice in preparation for end-of-term services. Whereas it can be the case in some schools that such activities are successful in the lower years, with less enthusiastic participation higher up the school, we have developed a culture of community singing where everyone can, and does, take part. We have had particular success with sixth form pupils who have, in recent years, requested to increase the number of these sessions which they have throughout the year.

The Ripley Music department aims to ensure opportunity for all pupils to make progress as musicians, regardless of prior musical experience or family circumstances. In class, pupils follow a bespoke Key Stage 3 music curriculum which develops the skills needed by musicians across all styles and genres: singing, keyboard-playing, aural skills, music theory, composition, and critical appraisal. Pupils are then encouraged and supported to pursue their own musical interests outside of the classroom through one-to-one instrumental/vocal tuition or our wide-ranging ensemble provision; we also have seven practice rooms which pupils can use before or after school for their own private practice or band rehearsals. We have a core of open-access ensembles and choirs which anyone can join; these then feed in to a series of auditioned groups working at different levels. Members of the auditioned groups are expected to attend open-access rehearsals in a leadership capacity, both to support less-experienced pupils, and to consolidate their skills by helping others. In recent years a number of members of staff have also taken up instruments and it is pleasing to see them taking part in ensembles, often being helped out by a more experienced pupil.

The way in which we have constructed the KS3 scheme of learning means that pupils at the end of the course are able to access GCSE Music (using singing or keyboard for performance) without necessarily having had to pay for instrumental tuition. Some pupils in this situation have then gone on to study A level Music with us. To this end, Ripley is committed to ensuring that there is no gap in attainment between those pupils in receipt of Pupil Premium funding, and their peers; as such, all pupils in receipt of Pupil Premium are eligible to receive free instrumental/ vocal tuition in school and, where necessary, the loan of an instrument.

JOB DESCRIPTION – SECOND IN MUSIC

Responsible to:	Deputy Headteacher, Curriculum & Standards
Job Purpose:	To lead the music department in providing opportunities for all pupils with inclusive, high-quality music experiences through timetabled lessons, cocurricular opportunities, and performances
Responsibility Allowance:	TLR2b (£5,874 per annum)
Start Date:	September 2026

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)**

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 help 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 ensure that the pupils attending Ripley St Thomas have access to a high quality, inclusive and ambitious music offer which includes curriculum lessons, peripatetic lessons, co-curricular offer, and performance opportunities.

Specific responsibilities:

Leadership of learning:

- To provide strong and purposeful departmental leadership, both supporting and challenging staff.
- To raise standards of learning and the achievement of pupils in Music, in line with targets.
- To improve the quality of learning in both academic music and instrumental/vocal lessons, through a programme of structured monitoring and quality assurance processes.
- To lead the development and review of schemes of work which meet national and school requirements which are in place and that these are reviewed in the light of emerging pedagogy.
- To ensure that internal assessment is rigorous, meets school requirements and is focused on informing teaching.
- To ensure that relevant and appropriate home learning is set at all key stages.

- To conduct analysis of departmental data and monitor the effectiveness of intervention strategies employed by class teachers of underachieving pupils.
- To ensure that intervention strategies are in place as and when necessary to tackle underachievement and ensure pupils achieve their potential.
- To conduct exam analyses as required, using the results to feed forward into planning.

Leadership of teaching

- To be a role model for teaching and act as lead teacher.
- To monitor and improve the quality of teaching in the subject through an annual programme of structured monitoring and quality assurance processes including lesson observation, learning walks, pupil voice and work scrutiny.
- To ensure that procedures for rewards and sanctions are in line with school policy and that they are implemented consistently.
- To assess subject-specific skills and knowledge of staff, including ITT students and provide high quality CPD.
- To model and lead initiatives within the subject.

Leadership of staff

- To set, monitor and review standards and expectations of work and behaviour in accordance with school policy.
- To agree, implement, monitor and review appropriate and consistent routines within academic music and peripatetic lessons.
- To maximise the performance of the department, ensuring that schedules and workloads for the year are planned and structured so that deadlines can be met and staff are enabled to manage their workload effectively.
- To manage the performance of peripatetic staff in line with the school's Performance Management Policy.
- To ensure that members of the department follow all school procedures and meet deadlines.
- To ensure that feedback and follow-up support are given to individual teachers in the subject area through monitoring processes.
- To coach and monitor of newly appointed teachers, NQTs and ITT students, and relevant Teaching School staff.

Management of resources

- To help to ensure that the learning environment within the subject area is stimulating, safe, well ordered and enhances learning.
- To ensure that all maintenance and safety issues are promptly reported.
- To draw up a capitation budget, monitoring expenditure and adjusting spending to keep within allocated capitation, ensuring best value for money at all times.
- To effectively manage support staff.

Cocurricular Opportunities, Performances and Events

- To contribute to co-curricular opportunities, ensembles, or bands as part of the school's co-curricular offer.
- To create links between local churches, diocesan organisations and community music groups to broaden performance opportunities.
- To support with the leadership and overseeing of the organisation and delivery of school musical performances and events, ensuring that, when required, they reflect the school's Christian ethos.
- To contribute musically and creatively to acts of collective worship, chapel service, and seasonal celebrations, working alongside Assistant Headteacher (Christian Distinctiveness) and School Chaplain (e.g. Christmas carol concert, end of term services, harvest festival).

- To manage the logistics, including rehearsals, sound, publicity, communication, working collaboratively with members of the department, peripatetic teachers, Music Administrator and Events & Marketing Executive.
- To work with the department to foster a spirit of joy, collaboration, and worship through performance opportunities.
- To promote inclusivity, ensuring that all pupils are welcomed and encouraged to participate in the musical life of the school.

General:

- To work within school policies and procedures.
- To contribute to the provision of an effective environment for learning.
- To attend skill training and participate in personal/performance development as required.
- To take care for their own and other people's health and safety.
- To be aware of the confidential nature of issues.
- Other duties at the same responsibility level may be interchanged /added to at the discretion of the CEO, Bay Learning Trust.

Your duties should be discharged in such a manner as to maintain and develop the vision, principles and values of the school.

This job description may be altered by consultation and discussion. It will periodically be reviewed as part of ongoing continuing professional and Trust development. In addition, it may be amended at any time after consultation with you.

The Bay Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects its entire staff to share this commitment. All post-holders will be required to have an Enhanced Disclosure from the Disclosure & Barring Service (DBS).

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our Health and Safety policy.

PERSON SPECIFICATION – SECOND IN MUSIC

Training and Qualifications	Essential/ Desirable
Qualified Teacher Status	E
Degree (or equivalent) in Music	E
Relevant and recent in-service training	E
A practical musician with outstanding performance ability	E
The ability to accompany pupils on the piano and/or organ	D

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

Experience of Teaching and Educational Management	
Specific experience in leadership and management	
A proven track record of success in middle leadership	D
Experience of leading and managing others, including supporting staff in improving their practice	D
Experience of leading improvement initiatives	D
A track record of supporting pupils to achieve outstanding outcomes in music	E
Teaching Experience	
Evidence of successful teaching in the secondary sector	E
Ability to teach Music at all key stages	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>	
The Music curriculum 11 - 18	E
The principles of effective teaching and assessment	E
Strategic planning for school improvement	D
Current educational issues	E
Knowledge and use of ICT in schools	E

Behavioural Competencies

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:

Demonstrate superb communication and interpersonal skills	E
Build and maintain effective relationships including holding others to account	E
Inspire, challenge, motivate and empower others to carry the vision forward	E
Demonstrate personal enthusiasm and commitment to the leadership process	E
Manage conflict	E
Prioritise, plan and organise themselves and others	E
Think creatively to anticipate and solve problems	E
Listen to and reflect on feedback	E
Develop effective teamwork	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"> • 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 undertake the following activities as part of the interview process:</p> <ul style="list-style-type: none"> • Deliver a lesson • Subject knowledge assessment <p>They will also have the opportunity to:</p> <ul style="list-style-type: none"> • Have a tour of the school • Meet with department staff 	<p>The interview panel may be comprised of some/all of the following:</p> <ul style="list-style-type: none"> • Acting Headteacher • Governor(s) • Senior staff

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: 9am on Monday 13 April 2026

Interviews: Monday 20 April 2026

Start Date: September 2026

Applications may be submitted by email to 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.