

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY



Application pack

## DIRECTOR OF CHRISTIAN DISTINCTIVENESS

# RIPLEY ST THOMAS

CHURCH OF ENGLAND ACADEMY

ripleystthomas.com  
Ashton Road, Lancaster LA1 4RS



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admin@ripley.lancs.sch.uk

May 2026

Dear Applicant,

Thank you for your interest in the position of Director of Christian Distinctiveness. 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! If you would like to visit the academy prior to making an application, please contact Mrs A Parker, Subject Leader for RE, via the following email address: parkera@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 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



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

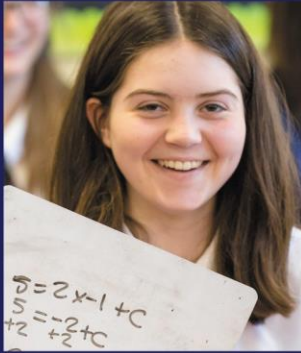
We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness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

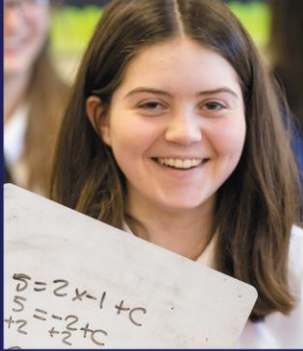
### SCITT

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

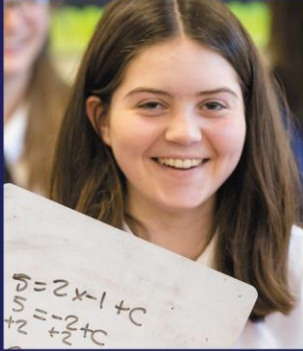
We aim to develop strong links between home and school. We hold consultative evening meetings between staff and parents to discuss any concerns, acknowledge successes and agree targets for further improvement.

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**

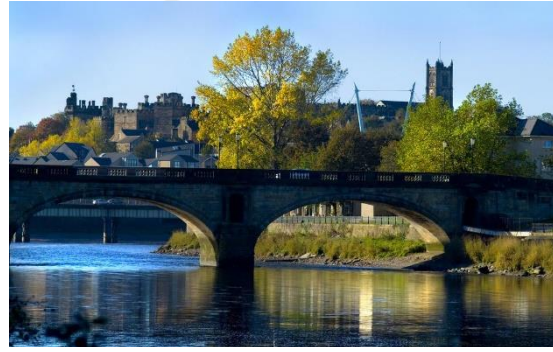
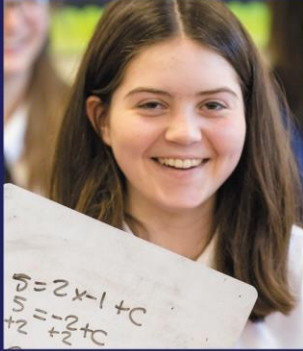
In recent years the school has invested heavily to develop our ICT provision and we have a state of the art wifi system and an excellent Virtual Learning Environment. Every teacher has a laptop for personal use, and a PC in their classroom.

### **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



## RELIGIOUS EDUCATION DEPARTMENT INFORMATION

### DEPARTMENTAL STAFF

The department is made up of four full-time, highly motivated and diligent, specialist RE teachers who continually strive to deliver outstanding lessons. The department has considerable experience and status within the school and RE is valued as a core part of the curriculum.

Religious Education plays a key role in the academic, personal and spiritual development of our pupils. Through an academic study of religion, pupils gain an understanding of how different beliefs and values affect our lives on a personal level and also through the influence of religions in shaping contemporary British society. Pupils are introduced to world religions as living and contemporary faiths, the study of which contributes towards pupils learning to respect and critically engage with beliefs and practices. Throughout the course, teaching staff continually seek to break down stereotypes, prejudices and ignorance of people's beliefs, cultures and practices and challenge pupils to critically reflect upon and discuss their views, beliefs and opinions. The study of religion has a strong academic focus throughout all key stages and pupils from all faiths, and none, are able to enjoy engaging with inspiring RE. Christianity lies at the heart of the curriculum and we aim to reflect the Christian Gospel in all we do. For all staff at Ripley, upholding the Christian ethos of the school is an essential part of what we do.

At Ripley, all pupils in Key Stages 3 and 4 have regularly timetabled RE lessons and all Key Stage 4 pupils take a full course GCSE qualification in the subject, following the AQA Specification A syllabus, focusing upon Christianity and Islam. The subject is also taught at A Level and is made available to pupils who have studied the subject at GCSE and those from other schools who may not had had the opportunity to do so. Students follow the AQA A Level specification with a focus upon Christianity alongside Philosophy and Ethics. A number of students each year progress to study the subject at undergraduate level at university. In practice, this means that all staff are expected to take responsibility for a number of different classes and be willing and able to teach across all 3 key stages. Support and professional development opportunities are regularly available both in-house and through external courses and this is intended to support colleagues in maintaining up to date knowledge of current research and pedagogy in addition to continuously building upon their subject knowledge and developing their professional practice. The school as a whole sets very high standards and the department itself ensures that pupils of all abilities are challenged throughout their study of the subject. Our pupils and students are highly motivated, enthusiastic and able. Subsequently they require 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. Teachers enjoy the challenge of supporting students to understand diverse and often complex religious, philosophical and ethical ideas and developing their curiosity as lifelong learners.

The department has five teaching rooms within its own block in the main school and shares a large teaching room in the Sixth Form centre. The department also has its own office/staffroom where the team have space to work and which houses a wide range of resources for teaching and learning. A wide range of electronic resources are also available and there is a strong ethos of sharing resources and best practice within the department. All staff are expected to adhere to the schemes of learning for every lesson but are encouraged to draw upon and share their own interests and ideas for facilitating teaching and learning. Staff share ideas both formally, in departmental meetings, and informally on a day-to-day basis as a part of this very supportive team.

## JOB DESCRIPTION – DIRECTOR OF CHRISTIAN DISTINCTIVENESS

<b>Responsible to:</b>	Co-Headteacher(s)
<b>Job Purpose:</b>	To be accountable for the progress and achievement of pupils in Religious Education. To lead on the Christian Distinctiveness of the school as a faith school
<b>Responsibility Allowance:</b>	L6-L10
<b>Start Date:</b>	September 2026

### Academy Vision Statement

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

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

1 Corinthians 13:13

### 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.

### All staff are expected to model the following values, behaviours and attitudes:

- Actively supporting, articulating and promoting the Christian values and ethos of this Church of England Academy, including leading form worship
- Putting pupils first and being positive about young people
- Committing fully to the safeguarding of pupils
- Having a commitment to excellence and high standards in everything we do
- Having, and communicating, the highest expectations of young people academically and personally
- Having a commitment to social justice and equality of opportunity
- Being committed to ethical behaviour: demonstrating integrity, honesty, resilience, professionalism, kindness and humility
- Behaving in a professional manner with staff and pupils at all times, treating all members of the school community with dignity and respect
- Contributing to the overall aims of the school by complying with and implementing school policies and by working collaboratively as part of pastoral and academic teams.
- A willingness to contribute to school life beyond the curriculum

### Specific responsibilities:

#### Subject Leader Responsibilities

- To contribute to and actively support and promote, decisions made during middle leader meetings
- To actively support all aspects of the school's life e.g. worship, assemblies, whole-school events
- Be highly visible and high profile within the curriculum area
- To take a lead role in ensuring impeccable pupil behaviour and disruption-free teaching within the curriculum area

- To encourage and support staff within the subject area.
- To challenge poor conduct and underperformance within the subject area
- To be an effective communicator verbally and in writing
- To assist in the recruitment and selection of teaching staff for the curriculum area
- 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 secure healthy accountably, using intelligent processes, including reporting to SLT and Governors' committees

#### Leadership of learning:

- To design and implement a sequenced curriculum across all key stages
- To ensure that long term plans and schemes of learning are in place, followed by staff and updated in light of emerging subject pedagogy and curriculum changes
- To set objectives for the Raising Achievement Plan and implement strategies to meeting objectives, in order to raise standards of learning and the achievement of pupils in line with targets.
- To ensure that internal assessment is rigorous, meets school requirements and is focused on informing teaching.
- To ensure that relevant and appropriate homework is set.
- To analyse data and monitor the effectiveness of intervention strategies employed by class teachers for underachieving pupils.
- To ensure that subject staff are able to interpret and use data pertaining to their classes.
- To provide exam analyses as required and employ intervention strategies as and when necessary to tackle underachievement and ensure pupils make good progress.
- To lead staff in removing any barriers to learning.
- To provide opportunities for pupils to engage in co-curricular activities for the curriculum area.

#### Leadership of teaching:

- To be a role model for high quality teaching.
- To draw on research and good practice to ensure that teaching in the subject area is at the cutting edge of professional practice and is compliant with the Teaching and Learning Handbook
- To contribute significantly to developing subject specific skills and knowledge of staff via the organisation of regular subject specific CPD
- To improve the quality of teaching and learning in the subject through an annual programme of structured monitoring and quality assurance processes
- To ensure that procedures for rewards and sanctions are in line with school policy and that they are implemented consistently
- To ensure pupils receive feedback for their work as set out in the Feedback Policy
- To make arrangements for classes during staff absence

#### Leadership of staff:

- To manage the performance of staff in line with the school's Appraisal Policy
- To provide strong and purposeful departmental leadership, both supporting and challenging staff and creating a sense of teamwork
- To lead departmental meetings and briefings which focus on teaching and learning
- To set, monitor and review standards and expectations of work, behaviour and routines in accordance with school policy, ensuring that members of the faculty follow all school procedures
- To ensure that feedback and follow-up support are given to individual teachers in the subject area through monitoring processes
- To provide guidance as to the appropriate professional development activities of staff, ensuring that activities are focused on raising standards
- To deploy staff within the department fairly and coach and guide less experienced teachers.
- To be responsible for the coaching and mentoring of newly appointed teachers, NQTs and ITT students

- To maximise the performance of the department, ensuring that schedules and workloads for the year are planned and structured so that staff are enabled to manage their workload effectively and meet deadlines
- To delegate responsibilities to other teachers in the department appropriate to their career stage and in line with relevant professional standards

#### Management of resources:

- To ensure that the learning environment within the subject area is stimulating, safe, well ordered and enhances learning
- To draw up a capitation budget, monitor expenditure and adjust spending to keep within allocated capitation, ensuring best value for money at all times
- To ensure that all maintenance and safety issues are promptly reported
- To manage the work of support staff effectively
- To ensure the subject is compliant with GDPR
- To actively promote the subject to encourage recruitment into the Ripley Sixth Form and to ensure students are supported to secure retention

**In addition, the successful candidate of this role will be expected to lead and promote the Christian Distinctiveness of the academy. This includes:**

#### Key knowledge and understanding

- To keep up to date with knowledge of SIAMS and the Diocesan Syllabus – DBE Framework for Religious Education, statement of entitlement and Illuminating Pathways programme of study
- To play a lead role in ensuring the school reflects the highest standard of vision, values and ethos in line with Diocesan standards
- To support the work of the Chaplain and Senior Leadership team in upholding the ethos of our school

#### Professional Development

- Work with the Diocesan representatives for the subject area
- Attend Diocesan training events and network meetings and, where deemed appropriate, national subject area events

#### Liaison

- Support the school's links with the local faith communities using this to extend the subject, enhance teaching and develop mutual respect and wider understanding

#### **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

*Note: The responsibilities outlined in this job description are in addition to the duties required of all teachers under Pay & Conditions of Service legislation and in addition to the generic job description for a teacher at Ripley St Thomas. This job description is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment after consultation with the postholder.*

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.

## **PERSON SPECIFICATION**

<b>Training and Qualifications</b>	<b>Essential/ Desirable</b>
Qualified Teacher Status	E
Good Honours Degree in a relevant subject	E
Relevant and recent CPD	E

<b>Faith Commitment</b>	<b>Essential/ Desirable</b>
Regular involvement in a church in membership of Churches Together in England, the Evangelical Alliance or North West Partnership. This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school.	D

<b>Knowledge and understanding of the following in the context of a Church school</b>	<b>Essential/ Desirable</b>
Leading school worship	E
Ways of developing religious education and worship	E
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
How relationships should be fostered and developed between the school, local Churches and community and the Diocese of Blackburn	E
Ways of ensuring the spiritual development of pupils is interwoven into all aspects of the curriculum	E

<b>Professional Knowledge and Skills</b>	<b>Essential/ Desirable</b>
Ability to teach RE lessons of a consistently high quality, inspiring ambitious outcomes for all learners	E
A personal passion for the subject that inspires young people and fellow professionals	E
The ability to establish and sustain a behaviour for learning culture in a calm and effective classroom environment	E
Able to support and develop staff within and beyond the department	E
Able to establish collaborative professional working practices both as a team leader and a team member	E
Confident in the use of data to monitor impact and improve outcomes and experiences of young people	E
Deep knowledge of self-evaluation including the evaluation of the school's Christian Distinctiveness	E
An ability to promote Christian virtues and provide effective opportunities for pupils' character development	E
Confident in the use of ICT to inspire learning and support the efficient and effective management of the department	E
Able to support and develop the curriculum for RSE within the distinctive ethos of the school	E
<b>Experience</b>	<b>Essential/ Desirable</b>
Understanding of the syllabus requirements for teaching RE up to GCSE level at a high standard and the learning continuum post-16	E
Experience of teaching A Level	D
Secure understanding and experience of the SIAMS inspection schedule	D

<b>Professional Knowledge and Skills</b>	<b>Essential/ Desirable</b>
A secure commitment to developing religious literacy throughout the curriculum, taking account of curricular developments in English	E
Successful experience of teaching in a Church of England High School/Academy	D
Leadership and management within RE or in a cross-curricular role	D
Knowledge and experience of the Diocesan Framework for religious education and the Illuminating Pathways programme of study	D

<b>Personal and Professional Attributes</b>	<b>Essential/ Desirable</b>
Commitment to the school ethos of high academic standards	E
Commitment to the CE vision of Wisdom, Hope, Community and Dignity which is based on the genuine belief in the value of each child, irrespective of starting point, and absolute commitment to educational inclusion	E
Commitment to providing religious education to pupils of all faiths and none within a Christian context	E
Able to be an inspiring Christian leader and an excellent role model who embodies the ethos and values of the school	E
An outward facing leader committed to developing, supporting and nurturing good practice across the Diocesan family and Academy Trust	E
Commitment to work in collaboration with parents and carers, clergy and community stakeholders to secure high quality provision	E
High levels of motivation and initiative with effective contribution to the wider life of the school	E

<b>Other</b>	<b>Essential/ Desirable</b>
Commitment to safeguarding and protecting the welfare of children and young people	E
Commitment to own professional development and to the development of the team	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/worship</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>• Acting Headteacher</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 Friday 15 May 2026**

**Start Date: September 2026**

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

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.