



Ribston Hall High School

Cognitive Fluency | Personal Character | Compassion & Tolerance

Candidate Pack





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Welcome

Thank you for your interest in Ribston Hall High School. This pack has been produced to provide you with an insight into our school and its ethos and values.

This is a fantastic place to work. As an employer, we take immense pride in our dynamic and thriving community, where exceptional students, expert teachers, and an effective support staff team come together to create an environment of educational excellence.



At Ribston, our students are at the heart of everything we do. Every individual is unique, possessing their own talents, aspirations, and potential. It is our commitment to nurturing our students, providing them with the tools and opportunities they need to flourish academically, socially and emotionally.

Central to our success are our expert teachers, who are not only passionate about their subjects but also deeply dedicated to the success and well-being of every student. With their wealth of experience, innovative teaching methods, and unwavering commitment to continuous improvement, our teachers inspire, challenge, and support our students to reach their highest potential.

Behind the scenes, our effective support staff team plays a crucial role in ensuring the smooth functioning of our school community. Every member of our team contributes to creating a safe, inclusive and supportive environment where both students and staff can thrive.

Pedagogy

We are proud of our academic values. The role of our staff community is to ensure our students become more effective, autonomous learners. Using effective pedagogy informed by cognitive science, teachers at Ribston enable students to learn with greater cognitive fluency. With a strategic focus on increasing challenge, our teachers help to develop skills across all Key Stages to ensure students quickly become more confident, reflective learners that enjoy deep thinking.

Continuing Professional Development

We also appreciate that this can only be achieved with a highly skilled and dedicated staff team and are committed to providing a personalised approach to personal development focused to the needs of staff, the development priorities for the school and our students. We also encourage sharing best practice and the development of school-to-school networks to develop opportunities for CPD.

We are a strong community and are proud of our school. We balance our heritage and traditions with our ambitious aspiration. We nurture a strong sense of belonging and aim to inspire the leaders of the future. Our collective ambition is for our students to be academically proud and passionately creative.

This is an exciting time to join us. If you are inspired to play a crucial part in driving forward our vibrant and forward-thinking school, please apply for this post. If you would like to arrange a visit to our school or discuss this opportunity further, please contact us through the details on our website.

Mr Alec Waters
Headteacher



Introducing Ribston Hall High School

Ribston Hall High School was founded in 1921 and is one of the 163 remaining grammar schools in England. The school, which is situated in the heart of Gloucester, is a selective school for girls with a co-ed Sixth Form. It serves the immediate community of Gloucester; students also join us from across Gloucestershire and the other counties that sit on its borders.

Ribston Hall is a selective 11 - 18 school and admission into Year 7 is by the GL entrance test that students take when they are in Year 6 of primary school. The school admits 150 students into year groups 7 to 11 making it 5 form entry. At the end of Year 11 some of our students stay at Ribston to continue their education in our Sixth Form where they are joined by both boys and girls from other schools who want to become part of our Sixth form community. The majority of our Sixth formers go on to university but some also pursue alternate pathways such as higher-level apprenticeships. We have introduced a Ribston Baccalaureate to our Sixth Form offer this year. This has been accredited by the National Baccalaureate Trust and we are very excited about the wider opportunities this will provide to our school community.

We have extensive facilities on the school site which include a recently added six laboratory science block successfully secured through £1.6 million in government funding. This funding was received in response to the schools ongoing commitment to widening access for disadvantaged students from the local area to access a grammar school education.





The Leadership Team

As a stand-alone Academy, Ribston Hall is Governed by a Board of Trustees drawn from a variety of professional backgrounds and run by an experienced Senior Leadership Team who have clear strategic roles across the school and are currently supported by an Extended Leadership Team.

Our current Leadership Team consists of:

- Mr Alec Waters – Headteacher
- Mrs Charlie Pearson – Deputy Headteacher
- Ms Lisa Hughes - Finance and Operations Manager
- Mr Andy Barnard - Assistant Headteacher (Ambition and SENCO)
- Mrs Debbie Hay – Assistant Headteacher (Culture and Ethos)
- Mr Andy Sargent - Assistant Headteacher (Academic Excellence)





Our Curriculum Intent

At Ribston Hall, we provide an education that gives students opportunities to develop:



Cognitive Fluency

Students become effective, autonomous learners who have developed skills that enable them to learn with cognitive fluency. They will have high aspirations and will work hard to achieve their goals;



Personal Character

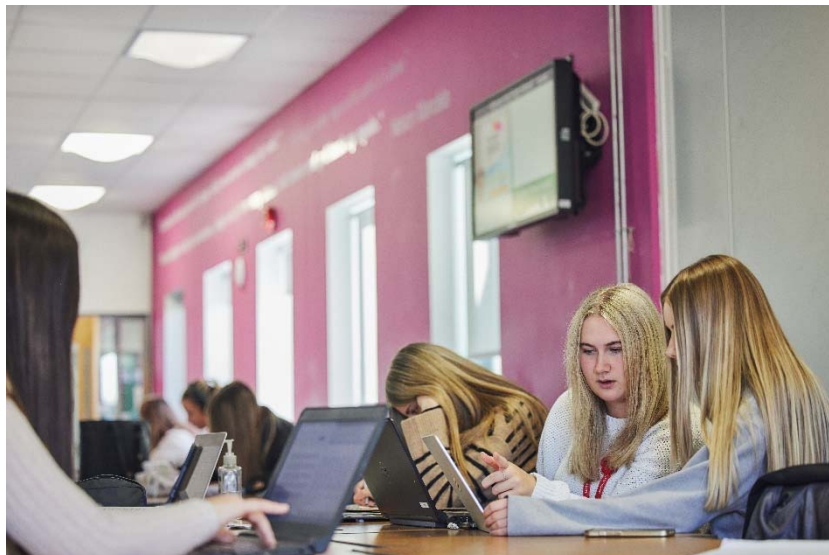
Students develop their personal character. They will have high expectations of themselves and their behaviour. They will show good judgement, confidence and self-belief;



Compassion & Tolerance

Students develop compassion, tolerance and a strong social conscience. In both the local and global community, they will take opportunities to improve the world through their careers and relationships.





Our Curriculum Implementation strategy

Aim: To provide a deep and broad academic experience within each Key Stage through the study of a powerfully diverse and inclusive knowledge centred curriculum. Through mapping the curriculum for each subject across seven years, core and threshold concepts are sequenced to facilitate cognitive fluency.

Adopting the core principles of curriculum planning, we ensure that:

- Low Threshold and High Ceiling tasks are integrated into the schemes of learning
- Authentic and high-quality resources are used within the classroom
- Hinterland knowledge is signposted

Through a collaborative approach we have developed the key aspects of pedagogy which we feel are key components to the most effective teaching at Ribston. This has grown into the strategic implementation of our curriculum which is to facilitate a culture of academic excellence and personal growth.

We promote a **Culture of High Challenge** - High expectations from students and teachers with opportunities for independent learning through:

- **Modelling and Risk Taking** - Students are resilient and know how to apply knowledge and skills.
- **Questioning** - 'high level' questioning so that students think hard.
- **Feedback and Metacognition for Self-Reflection** – High quality, to encourage future discovery.
- **Positive Learning Climate** - Embedded use of positive language.





Teaching and Learning

Our teaching and learning strategies use evidence-based research to unlock potential and ignite intellectual curiosity. Through the continuing use of pedagogy and cognitive science, we support teachers in further developing their skills to enable students to learn with greater cognitive fluency. With a focus on increasing challenge, we are developing students' skills across all Key Stages to ensure they become more confident, reflective learners that enjoy challenge and deep thinking.

We have a very active Teaching and Learning group who are all members of the Chartered College of Teaching. We have a strong focus on evidence-based practice in our Teaching and Learning strategy which means that rather than chasing trends and initiatives, we evaluate current research and present findings to staff to help them reflect on their own practice. Over the past 18 months, we have developed a shared understanding of what makes the very best teaching and learning: this now forms our Effective Teaching Framework. This is the document we use when looking at Teaching and Learning and how to get the most from student learning experiences.





Curriculum Organisation

We deliver the National Curriculum to all students 11-16 to develop a broad and balanced learning experience. At key stage 3 (years 7-9) the curriculum consists of English, Mathematics, Science, Modern foreign languages (French and Spanish), History, Geography, Religious studies, Art and Design (Fine Art, Graphics and Textiles) Food preparation & Nutrition, Music, Computer Science. Physical Education, Dance, Drama and Personal, Social Health, Economic education.

At Key Stage 4 (Years 10 & 11) all students follow GCSE courses in English, English Literature, Mathematics, and Physics, Chemistry, Biology (or Combined Science). Students choose three additional GCSE subjects from Art and Design (Fine Art or Textiles) Dance, Food Preparation and Nutrition, Drama, Geography, History, Computer Science, Psychology, Music, Physical Education, French and Spanish. In addition, there is a general programme involving Physical Education, Religious Studies, Personal Social, Health, Economic Education and Private Study Time.

In the sixth form students follow A Level based curriculum and study three subjects from Art and Design (Fine art, Photography, Textiles) Biology, Business studies, Chemistry, Dance, Food Science and Nutrition, English Literature, French, Geography, Computer science, History, Mathematics, Music, Physical Education, Physics, Politics, Psychology, Philosophy & Ethics, Sociology and Spanish.





Our Sixth Form Offer

Our sixth form offer aims to develop the key educational and personal qualities students require to graduate to their next educational phase or employment. The offer identifies four areas of focus:

Be aspirational / Aim Higher Academically

Provide exceptional educational experiences, through high quality teaching, broad curriculum offer and aspirational academic support pathways.

Be unique / Develop your Brand

Create personal development opportunities that promote exceptional experiences beyond the classroom.

Be Successful / Craft your Credibility

Foster student interactions and encounters that develop exceptional leadership skills and wider community engagement.

Be Autonomous / Cultivate your Confidence

Nurture a strong academic focus and community cohesion.





Location

We may be biased, but we believe that Gloucestershire and the City of Gloucester are exceptional places to live.

Gloucestershire is renowned for the Cotswold Area of Outstanding Natural Beauty and the Forest of Dean, along with its surrounding picturesque towns and villages. Gloucester and its neighbour, Cheltenham, are not only steeped in history and architectural charm but also boast vibrant leisure, sports, and arts scenes.

Cheltenham, famous for its racing events, including the prestigious Gold Cup, hosts renowned festivals throughout the year, such as the Literature, Jazz and Science Festivals. Meanwhile, Gloucester is a city rich in diversity, offering a unique blend of cultures. The Gloucester Docks, the most inland port in the country, stand as a testament to the city's history with its National Waterways Museum and Soldiers of Gloucestershire Museum and offers an array of culinary delights and beverages. Gloucester Cathedral and other historic sites, together with retail outlets and open spaces, contribute to the city's multifaceted appeal.

Ribston Hall High School, located in Gloucester itself, benefits from its proximity to the centre of the city and its various attractions, including the Robinswood Hill Country Park. This park, just a few minutes' walk from the school, offers panoramic views of the city.

The school is also close to Junction 12 of the M5 motorway, so is easily connected to the rest of the country including the Midlands, Wales and the Southwest.

More information on the area and about moving here can be found at:

<https://www.exploregloucestershire.co.uk/Days-Out-in-Gloucestershire>

<https://www.zoopla.co.uk/guides/areas/gloucester/>



WE ARE

Ribston