**Teachers of Primary
*(Roles available in EYFS, KS1 and KS2)***

Over the last three years, King Solomon Academy has consistently been one of top ten highest performing non-selective schools in the country. Alongside other high performing schools serving disadvantaged communities, we are redefining what is possible for pupils and are therefore seeking exceptional teachers who are ready to contribute to our school’s mission. This is a unique opportunity to be part of a reputable school, that every day proves what an excellent education can achieve.

King Solomon Academy aims to transform the lives of its pupils. Our mission is to provide a rigorous education that prepares our pupils for success at university and beyond, irrespective of their starting point. Our teachers and leaders do whatever it takes to make this dream a reality.

We are looking for teachersof **EYFS, KS1** and **KS2** to join us on our journey. The three positions available would suit teachers who are keen to work in an environment that has high expectations. You will play a pivotal role in your given key stage, working within a committed team who are making a real impact on the outcomes of our pupils from day one.

King Solomon’s success can be credited to our dedicated and trusted staff, our risk-taking nature and the innovative approaches we adopt. We know that our students cannot reach their full potential without great teachers and so we prioritise professional development geared towards excellence.

*“There is no doubt in my mind this is the best place to be if you want to get better at teaching. The focus is on developing teachers and career progression is very rapid – the network opportunities are huge. It’s refreshing to feel all staff working in the same direction”*

***- Teacher at King Solomon Academy***

Staff are offered regular, tailored training and guidance to help them improve their practice, direct and regular mentoring with an experienced line manager and co-planning sessions.

Regular feedback means teachers have clear guidance on how they can improve. Weekly one-to-ones incorporating coaching are sacrosanct and this all helps to affirm a supportive, collaborative infrastructure. Every voice, from student to staff, is heard at King Solomon making it a caring and open environment where hard work never goes unnoticed.

In this role you will:

* Be part of an all-through school which genuinely focuses on pupils’ long term outcomes, allowing the curriculum and teaching approaches that work for the long term
* Deliver nationally ground-breaking outcomes
* Be developed as an exceptional teacher
* Have the opportunity to take on additional leadership responsibilities as you develop
* Join the Ark network, accessing comprehensive development opportunities

King Solomon Academy is a place where teachers learn how to improve their teaching, constantly striving to be the best they can be. Each teacher is supported with weekly drop-in observations and action steps, meaning our teachers rapidly progress into being exceptional classroom practitioners. Our school is one which is transformational for staff and pupils alike.

To apply, follow the link at <http://kingsolomonacademy.org/vacancies> by **11am** on **Monday 22nd May 2017**. For an informal conversation about the role, please contact Francesca Waters, Recruitment Manager at Francesca.Waters@arkonline.org and 0203 116 7025.

Please submit your application online by visiting [**http://kingsolomonacademy.org/current-vacancies**](http://kingsolomonacademy.org/current-vacancies).

**Deadline: 11am** on **Monday 22nd May.
Salary:** Ark MPS/UPS (Inner London): £28,799 - £47,998 dependent on experience

**Start date:** September 2017

*Ark is committed to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service check.*

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**The Role**

To provide outstanding teaching and learning to ensure high attainment of their students.

**Key responsibilities**

* Provide a nurturing classroom and school environment that helps students to develop as learners
* Helping to maintain/establish discipline across the whole academy
* Contribute to the effective working of the Academy

**Outcomes and activities**

**Teaching and Learning**

* To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
* With direction from curriculum leaders in the school, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
* Use regular, measurable and significant assessments to monitor progress and set targets.
* Respond accordingly to the results of such monitoring.
* Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
* Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
* To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residentials.
* To direct, supervise and train support staff

**Academy Culture**

* Help create a strong academy community, characterized by consistent, orderly and caring respectful relationships.
* Help develop a small school culture and ethos that is utterly committed to achievement.

**Other**

* Undertake other various responsibilities as directed by the Headteacher.

**Person Specification: KS2 Teacher**

**Qualification criteria**

* Qualified to degree level and above
* Qualified to teach in the UK
* Right to work in the UK

**Experience**

* Experience of raising attainment in a challenging classroom environment
* Evidence of continually improving the teaching and learning of their subject though schemes of work and extra-curricular activities etc.

**Skills and attributes**

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

**Leadership**

* Effective team worker and leader.
* High expectations for accountability and consistency.
* Vision aligned with KSA’s high aspirations, high expectations of self and others.
* Genuine passion and a belief in the potential of every student.
* Motivation to continually improve standards and achieve excellence.
* Commitment to the safeguarding and welfare of all pupils.
* An excitement about working in a genuinely all-through school, with all Key Stages working together.

**Teaching and Learning**

* Excellent classroom practitioner.
* Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
* Has good communication, planning and organisational skills.
* Demonstrates resilience, motivation and commitment to driving up standards of achievement.
* Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

**Alignment with KSA vision**

* Relentless drive to do whatever it takes to ensure all students succeed.
* The belief that with the right environment more than 95% of our pupils are able to excel at University.
* The courage and conviction to make a difference.

**Communication skills**

* The ability to listen and communicate effectively.
* Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.
* The ability to influence and motivate others.

**Problem solving**

* Identify, analyse and resolve problems and issues.
* Develop plans with concrete outcomes and effective solutions.
* Evaluate results and identify necessary actions.
* Make fact-based decisions.

**Resilience**

* Sustain energy, optimism and motivation in the face of pressure and setbacks.
* Stay calm in difficult situations and maintain clarity of vision.
* Be adaptable in the face of adversity.

**Results and learning orientation**

* Awareness of own strengths and limits.
* Commitment to ongoing improvement and learning.
* A passion for teaching subject.
* Focus on achieving challenging goals and results.
* Resourcefulness and flexibility in delivering outcomes.

**Other**

This post is subject to an enhanced Disclosure and Barring Service check.

*Ark is committed to safeguarding and promoting the welfare of children and young people in our academies.  In order to meet this responsibility, we follow a rigorous selection process. This process is outlined* [*here*](http://arkonline.org/sites/default/files/Ark_safe_recruitment.pdf)*, but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*