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AN **ark** SCHOOL

Dear Candidate,

Thank you for taking the time to find out more about the exciting role as Physics Lead at Ark Evelyn Grace Academy. We are delighted that you are considering joining our academy at such an exciting stage in our development. Ark Evelyn Grace Academy is a mixed, non-selective, 11-18 secondary school in Lambeth. The academy opened in 2008 and moved into its award-winning building on Shakespeare Road in 2010. Evelyn Grace Academy was judged as 'good' by OFSTED in June 2017.

In September 2017, I took over as Principal, having previously co-founded an 'outstanding' ARK school in North London: Ark Academy. I will work with staff at Evelyn Grace to secure its position as the school of choice in the local community. Together we will ensure that students secure the highest possible standards so they can go on and compete for the very best positions in their chosen career.

We believe education is transformational. That is why what we do matters and why we are always seeking to improve our practice. As a leader of such a key department you will help us shape and develop our pedagogy, and thereby realise our ambitions in building an outstanding school.

At Evelyn Grace Academy we believe that all our students can achieve excellence, no matter what their background and that they all deserve the very best teachers and resources to help them secure the very best qualifications. Accordingly, the Academy offers a rigorous curriculum and a broad enrichment programme for students at all key stages.

We are seeking to appoint a dedicated and enthusiastic individual who is passionate about teaching Physics. The person appointed will have the ability to lead this department to further success, ensuring high attainment and outstanding teaching and learning at all key stages. Our ideal candidate will have a proven track record of planning engaging curricula and developing and implementing highly effective strategies for raising attainment and securing the best possible outcomes in Physics. You will have excellent knowledge of new curriculum requirements at KS3, KS4 and KS5.

The successful applicant will be a strong team player fully aligned to the Academy's ethos of high academic expectation and aspiration for all. They will want to be part of body of teachers that work tirelessly to help our students develop the sort of qualities that will help them flourish and succeed in life.

As a member of Evelyn Grace and the ARK network, you will receive the sort of coaching, training and development opportunities that will help you become the very best that you can be.

For further information and to apply please visit our website: evelyngraceacademy.org/vacancies and complete your application by **19th November 2017 at 11.00am**.

For any queries relating to your application, please contact the recruitment team on 0207 737 9520.

I wish you all the best in your application.

Yours faithfully,



Tim Dainty
Principal

Physics Lead – Evelyn Grace Academy

Job Description: Physics Lead

Reports to:	SLT Line Manager
Start date:	January 2018
Salary:	£29,375– £39,587 depending on experience, plus TLR 2B (£4,442)
Location:	Brixton

The Role

- To take a lead role in the creation of a transformational school community by developing and leading an exciting physics curriculum which enables the highest level of pupil progress and attainment.
- To lead and manage teaching and support staff working in the physics department
- To be part of a middle leadership team that are sharply focused on improving standards at the academy

Key responsibilities

- Lead the development of all subject teachers and support staff in the physics department
- Develop and maintain an outstanding quality of teaching and learning
- Further develop the curriculum at KS3, KS4 and KS5
- Ensure rigorous monitoring and assessment across the physics department to enable students to achieve challenging targets

Outcomes and Activities

Leadership of the Physics department

- Develop and review the physics curriculum so that detailed schemes of work secure consistency and rigour and enable all students to enjoy and achieve at the highest possible level
- Establish a clear departmental plan and monitor and evaluate its delivery and effectiveness.
- Teach and model the delivery of rigorous and engaging lessons that motivate, inspire and improve pupil attainment
- Support the professional development of subject teachers and their training as appropriate
- Ensure the most appropriate mentoring, coaching and monitoring is in place to supervise and support beginner teachers and NQTs
- Establish strategies and systems to effectively develop, monitor and self-evaluate the department
- Manage the development of physics resources effectively and efficiently
- Equip members of the department with effective strategies to ensure that all students are assessment proficient and can master the skills necessary for securing strong outcomes

- Organise appropriate intervention and enrichment opportunities to help accelerate progress and raise student attainment

Curriculum setting and assessment

- Ensure all staff have medium and long term plans to teach rigorous and rewarding lessons
- Ensure that the curriculum in physics is appropriate yet stretching for all
- Implement regular and robust assessments that provide valid measures of student achievement
- Embed effective moderation of assessment practices to ensure reliability and validity
- Ensure all pupil data is understood and analysed by each member of your team so that it can be used to inform planning and intervention for sub-groups and individual students

Accountability

- When required, participate in recruitment, selection and induction activities
- Take responsibility for the line management, performance management and appraisal of staff in the department in line with Academy policy
- Manage the departmental budget and resources effectively and efficiently

Academy Culture

- Contribute to the development of an Academy culture and ethos that is utterly committed to high achievement and exemplary behaviour
- Live the values of the academy by modelling caring and respectful behaviour
- Support the academy's vision by contributing to the development and implementation of policies practices and procedures
- Work alongside other middle leaders to help create a strong community of learners, characterised by everyone seeking advice on how to improve and develop
- Support, work in collaboration and share best practice with colleagues and other professionals in and beyond the Academy

Other department related issues

- Offer enrichment opportunities that stretch and challenge
- Work closely with the SEN department so that low attaining students are supported in making rapid and sustained progress

Other

- Undertake other various responsibilities as directed by members of the SLT or Principal.
- Undertake the other main professional duties of a teacher as set out in the ARK schools pay and conditions of service document

Person Specification: Physics Lead

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK.

Experience

- Experience of raising attainment in a complex urban environment
- Experience of establishing a high achieving department within a large and complex school environment
- Experience of leading, coaching and managing staff and securing accountability
- Experience of delivering consistently outstanding lessons to students at all key stages
- Experience of implementing behaviour management strategies consistently and effectively across a department
- Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work
- Experience of leading successful enrichment and extracurricular activities which inspire and motivate learners.

Behaviours, skills and qualities

Leadership

- Effective leader, team builder and coach
- Resilience, motivation and commitment to driving up standards of achievement and enabling
- Positive role model to staff and students
- Vision aligned with EGA and ARK's aspirations and 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.
- Excellent communication, planning and organisational skills

Leading the Curriculum

- Able to lead the development and review of an appropriate curriculum and schemes of work in the physics department
- Effective coordination, delivery and monitoring of the assessment cycle
- Active monitoring of student progress
- High expectations for accountability and consistency

Leading Teaching and Learning

- Passionate about the teaching Of Physics
- Outstanding classroom practitioner and subject mentor
- Ability to reflect on teaching and learning to continually improve the practice of self and others
- Thinks strategically about developing classroom practice and tailoring lessons to student needs
- Uses and interprets complex student data to inform planning and raise student attainment
- Creates a positive learning environment within the department
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Establish exemplary behaviour across a department

Personal Characteristics

- Able to listen and empathise
- Able to influence and motivate others
- Excellent written communication skills
- Sustains energy, optimism and motivation in the face of pressure and setbacks
- Stays calm in difficult situations and maintains clarity of vision
- Makes decisions based on facts
- Open to change and new ideas

Other

- This post is subject to an enhanced Disclosure and Barring Service check
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake and contribute to professional development activities