

History Teacher

ARK All Saints Academy Candidate Information Brief



March 2014

Dear Applicant,

As Principal I am very excited about this new and exciting prospect for the children of Camberwell and thank you for taking the time to find out more about ARK Schools and the opportunity to become a **History Teacher** at the new ARK All Saints Academy.

At ARK All Saints our vision is for all members of our All Saints family to be confident, responsible, live with integrity and be successful. This will enable our students to continue in the next phase of their journey whether that is to university or in pursuing the career of their choice.

ARK All Saints Academy opened in brand new accommodation in September 2013. Starting with an intake of 120 year 7 pupils, the school will grow year on year to become an 11 – 18 school by 2019, serving 800 students. Additionally, our new sixth form will open in September 2015. The academy is part of the ARK Schools network and remains as a Church of England school whose only admission criteria is on distance. We welcome students of all faiths and none. We expect all members of our staffing body to support and uphold the moral ethos of our academy.

We are looking to recruit an exceptional History teacher, with a commitment to academic excellence and helping every child succeed who will help to shape our History curriculum. The successful candidate will join a small team of highly motivated, enthusiastic colleagues who are committed to a collaborative, creative and stimulating approach to teaching and learning. This is an exciting opportunity to work in a brand new academy and to play an important part in its development.

Our ideal candidate will be an outstanding teacher and a committed team player with a track record of supporting pupils to make exceptional progress. You will have experience of working in a challenging classroom environment, implementing schemes to improve behaviour. Moreover, you will be committed to ARK's ethos of high expectations and no excuses and have the resolve to make a real difference to the lives of pupils.

For further information or a confidential discussion please contact our recruitment team on 0203 116 6345 or schools.recruitment@arkonline.org.

To apply for this position, please complete the online application form at:
<https://application.arkschools.net/vacancy/gydYm6WD>

The deadline for applications is **11am on Monday 10 March 2014**.

We look forward to hearing from you soon.

Yours sincerely,



Lucy Frame
Principal Designate
ARK All Saints Academy

Job Description: History Teacher

Reports to: Head of Department
Start date: September 2014
Salary: ARK MPS (Inner London + 2.5%)

The Role

To deliver outstanding teaching and learning of History and therefore help students achieve excellent academic results, and be a role-model/impact the academy more widely.

To design an engaging and challenging curriculum that inspires children to appreciate the subject and its application.

Key responsibilities

- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make superior progress
- To provide a nurturing classroom and academy environment that helps students to develop as learners
- To help to maintain/establish discipline across the whole academy
- To contribute to the effective working of the academy.

Outcomes and Activities

Teaching and Learning

- Enrich the curriculum with trips and visits to enhance the learning experience of all students
- With direction from the Head of Department and within the context of the academy's curriculum and schemes of work, plan and prepare effective teaching modules and lessons
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- Ensure that all students achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities

- Implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- Participate in preparing pupils for external examinations.

Academy Culture

- Support the academy's values and ethos by contributing to the development and implementation of policies practices and procedures
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a small school/department culture and ethos that is utterly committed to achievement
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

Other

- Undertake , and when required, deliver or be part of the appraisal system and relevant training and professional development
- Undertake other various responsibilities as directed by the Head of Department or Principal.

Person Specification: History Teacher

Qualification Criteria

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

Experience

- Experience of raising attainment in a challenging classroom environment
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

Knowledge

- Up to date knowledge in the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Behaviours

Leadership

- Effective team worker and leader
- High expectations for accountability and consistency
- Vision aligned with ARK'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
- Effective listening skills that lead to a strong understanding of others
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to students needs
- Understands and interprets complex student data to drive lesson planning and student attainment
- Good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

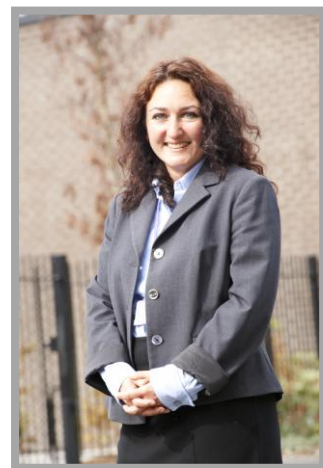
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training
- This post is subject to an enhanced Disclosure and Barring Service check.

ARK All Saints Academy

The Principal

Lucy Frame was appointed Principal in 2013, having previously worked at Walworth Academy and prior to its transition, Walworth School. Her role at Walworth Academy was as Vice Principal and head of Chaplin School, one of Walworth's two key stage 3 schools. Before that she was deputy head of the lower school and Assistant Principal since 2004.

Lucy started her teaching career at Greycoat Hospital School, has a degree in theology and education and a master's degree in school development.



About ARK All Saints Academy

ARK All Saints Academy opened in 2013 with a new cohort of year 7 students. It will grow year on year to become an 11-18 school by 2019 including a new sixth form due to open in 2015. ARK All Saints aims to create a vision for success, a culture of academic achievement and a nurturing environment in which students can thrive.

ARK All Saints is based on Wyndham Road in Camberwell, south London, and is part of a large capital build programme that saw the new academy opening in state-of-the-art accommodation.

Staff Expectations

- To uphold all school policies and follow all agreed procedures with consistency and care.
- To demonstrate belief in the potential of all students to develop the skills and character necessary to pursue a career of the choice and achieve success in life.
- To support and uphold the moral ethos of the academy and contribute/participate in all assemblies.
- To dress professionally: jacket and tie for male staff, formal/business dress for female staff, no jeans, flip flops, trainers (except when teaching PE), revealing clothes etc. Body piercing should be limited to an earring in each ear. Any tattoos should be hidden from view.

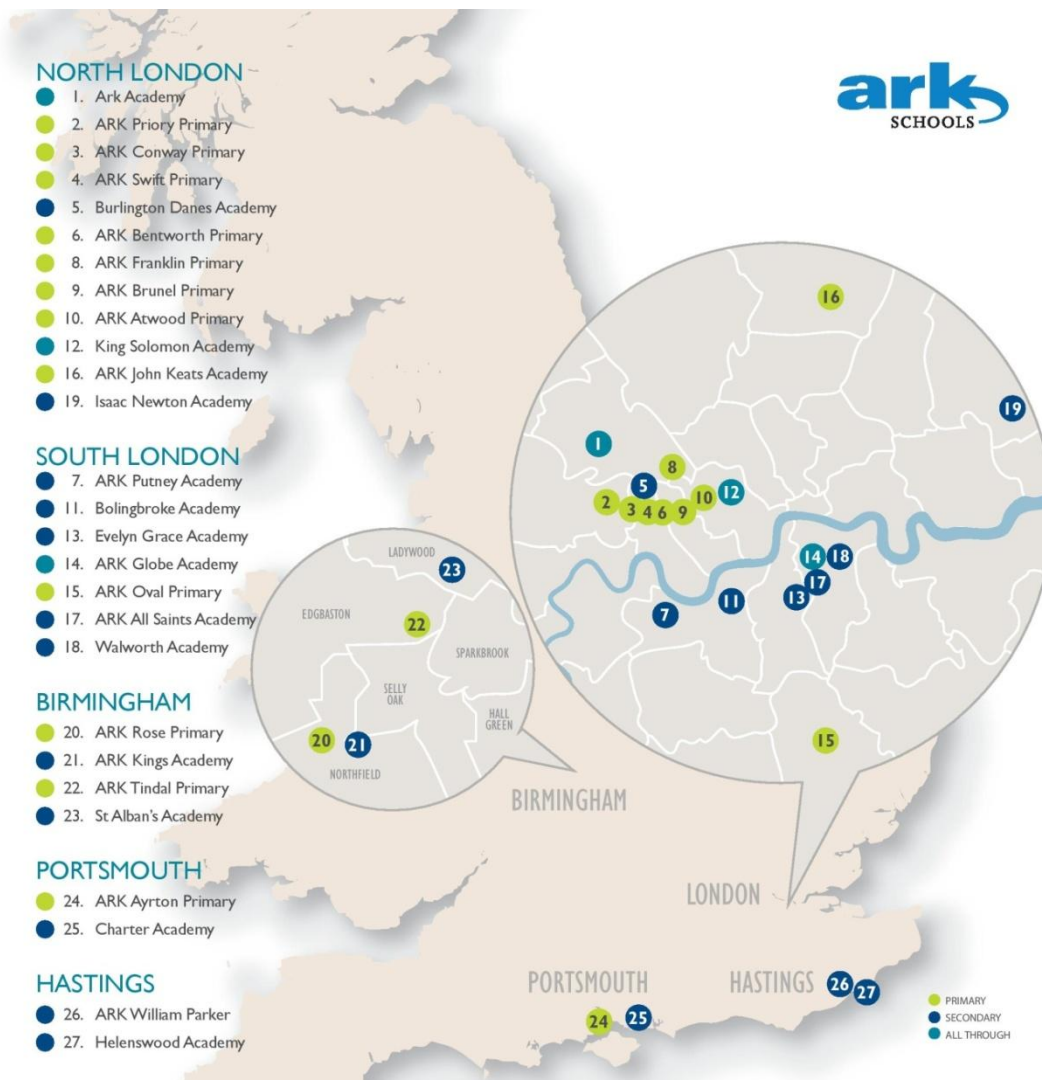


About ARK Schools

ARK Schools is an education charity set up in 2004 to create a network of high achieving, non-selective, inner city schools where all pupils, regardless of their background or prior attainment, achieve highly enough by age 18 to have real choices: to go on to university or the career of their choice. ARK Schools has no faith affiliations.

All the ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network is growing: we operate 27 academies across London, Portsmouth, Birmingham and Hastings and we aim to have 50 schools open by 2015. At this size, we will be able to achieve our vision of creating a sustainable network of outstanding schools succeeding in closing the achievement gap. We're growing as quickly as we can but as slowly as necessary to ensure we never compromise on quality.



Track record

ARK Schools is one of the top performing academy operators in the country. Pupils in our secondary schools make the most academic progress of any academy chain and four out of five schools are in the top 10% for GCSE attainment in their class. 12 of the 13 ARK academies so far inspected by Ofsted are rated good or outstanding.

Secondary – A level

2013 marked our third year of A level results for our three nascent sixth forms - Burlington Danes, ARK Putney and ARK Walworth. 73% of A levels were graded A*-C, compared to the national average of 76% in 2012 for all schools, including independent and grammar. 80% of students secured places at university with 23% of UCAS applicants at Burlington Danes, our most established sixth form, securing a place at a Russell Group university compared to just 8% the previous year.

Secondary - GCSE

In 2013, 57% of pupils in our eight academies with GCSE students secured five A*-C GCSEs including English and mathematics, with our students' attainment in both mathematics and English outperforming national averages.

All but one ARK academy reported growth in the number of students achieving the English Baccalaureate standard of five GCSEs at A*-C including English, maths, a humanity, a modern language and a science, with 37% of Burlington Danes students achieving this standard and 19% at St Albans Academy in Birmingham and Evelyn Grace Academy in Brixton. Given their lower than average prior attainment, many of our students are making exceptional progress between key stage 2 and key stage 4, reflected in several ARK academies achieving the highest value added scores in the country.

Primary

Across the network, four of five of our primaries have made significant progress in their combined results, with pupils from Globe and Tindal in particular showing exceptional improvement. Globe's combined results increased by 10 percentage points while Tindal's leapt by 18 percentage points.

Mathematics is a network strength with 75% of Year 6 pupils reaching 4C+ and nearly a quarter excelling at 5C+. In the new key stage 2 Grammar, Punctuation and Spelling test, more than half of pupils reached level 5C+. Our first transition primary, Globe, achieved 100% success at 4+ in reading and maths in 2013.

Our six pillars

We want every ARK pupil to do well enough by 18 to go to university or pursue the career of their choice. That's why our six pillars underpin learning and teaching in all our schools.

High expectations

With the right teaching and support, we believe every child can realise their potential. We set exceptionally high expectations for all our pupils and do whatever it takes to achieve them. Our aspirations are no lower for our most vulnerable pupils.

Excellent teaching

Nothing is more important than excellent teaching underpinned by high-quality professional development.

We work side by side with our teaching staff to ensure high-quality teaching and support them with exceptional training and development. To ensure no child is left behind, we have developed data management tools which allow teachers to monitor pupils' progress and quickly identify when children, or indeed teaching staff, need extra support.

Exemplary behaviour

Our schools are characterised by a respectful and orderly environment, where teachers focus on teaching and pupils on learning. Good behaviour is taught, reinforced and recognised throughout all our schools and poor behaviour is not tolerated. We do not accept excuses and we do not make any either.

Depth before breadth

When pupils secure firm foundations in English and mathematics, they find the rest of the curriculum far easier to access. That's why we prioritise depth in these subjects, giving pupils the best chance of academic success.

To support fully our pupils' achievement in maths, we have developed Mathematics Mastery, a highly-effective curriculum and teaching approach inspired by pupil success in Singapore and endorsed by Ofsted. We teach Mathematics Mastery in all our primary schools and at Key Stage 3 in a selection of our secondary schools. It is also being implemented in over 100 schools beyond our network.

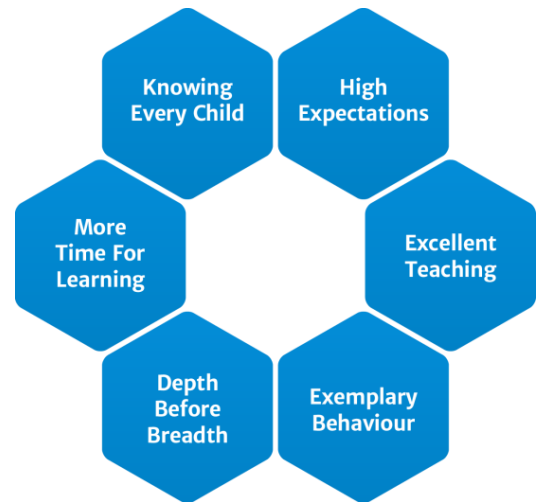
We also dedicate more time to literacy and English than other schools to encourage a love of reading and develop fluent communication skills. We have two programmes that focus specifically on phonics teaching and early spoken language skills. We also train all of our teachers to be aware of possible barriers to learning and how to support children if more help is needed.

More time for learning

To embed core subjects and make time for enrichment, many of our schools run a longer school day. Others are open at weekends and during school holidays, offering revision and master classes as well as residential stays, day trips and summer schools. In all our schools, every hour of every day is devoted to children learning and no time is wasted.

Knowing every child

We organise our schools so that every pupil knows and is known well by every adult. Children do best when teachers and families work together: we involve families in all aspects of school life and encourage participation and collaboration. We keep parents well informed of pupils' targets and progress and work together to understand any challenges children may face at home or at school. Together we aim to create a safe, happy and dynamic school environment.





A commitment to training and professional development

We are committed to helping our principals recruit, develop and support excellent staff within the network. ARK invests significantly in a number of professional development programmes which complement academy level training.

- The ARK training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles.
- The Summit: ARK Schools hosts an annual staff training conference in London, bringing together all the staff in the network to celebrate success and participate in specialist seminars and workshops.
- Network hub days: All the schools share INSET days, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- ARK staff receive 10 training days each year rather than five.

ARK runs a number of additional programmes, including:

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCOs
- New Teacher induction

ARK Schools is running an Initial Teacher Training programme through School Direct, starting in September 2013.

ARK Schools is the co-founder of the Future Leaders and Teaching Leaders development programmes.

Other staff benefits

Alongside our continued focus on professional development we also offer a variety of other benefits. These have been chosen to help our employees develop professionally, plan their finances and look after their wellbeing.

- **GymFlex:** Save up to 40% at your local gym
- **Discount scheme:** Employees can access up to £1,000 in savings a year from over 3,000 major retailers
- **Interest Free Loans:** ARK Schools offers employees up to £5,000 in interest free loans for season ticket or bicycle purchases
- **Childcare Vouchers:** All employees are eligible for tax free childcare vouchers as part of a salary sacrifice scheme
- **Healthcare:** A low cost plan gives you money back towards the cost of your optical bills, dental costs and consultations.

A Commitment to Encourage Diversity

ARK Schools is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

ARK Schools, Safe Recruitment Procedure

ARK is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

ARK Schools requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred.

Shortlisting

Only those candidates meeting the right criteria will be taken forward from application.

Interview

1. Those shortlisted will take part in an in-depth interview process at ARK.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.