



Principal

Walworth Academy is a place where teachers are changing lives - in their classrooms and well beyond.

Location: London

School Tour: 15th January 2018 at 11am

Closing Date: 18th January 2018 at 11am

First Stage Interview: 25th January 2018

Final Stage Interview: TBC

Salary: Highly competitive package, negotiable according to experience

Start date: September 2018

Ofsted: [Good](#) (2014)

Do you have the vision, passion and rigour to lead this school to outstanding outcomes in all areas?

Ark Walworth Academy is a supportive and exciting place to work. It educates pupils from Year 7 to A Level and serves a diverse local community. Already recognised as a good school – and enjoying outstanding Sixth Form outcomes - leaders are now keen to see the academy hit outstanding performance in all areas.

This is an exciting and challenging role which offers:

- the opportunity to make a significant impact and ensure a lasting legacy
- a highly competitive salary package and unrivalled professional development
- the unwavering support of an experienced Regional Director and the Ark network
- the chance to work with a vibrant and enthusiastic cohort of students
- partnership with a forward-thinking governing body
- the opportunity to contribute to the development of our secondary curriculum across the entire Ark network

If you think you have what it takes to further unleash Ark Walworth Academy's incredible potential, we want to hear from you! For a first time Principal, this role offers the support of a highly experienced Executive Principal. For an experienced Principal this role could offer the opportunity to be an Executive Principal in other network schools and develop your leadership potential further.

Ideal candidates will:

- Be well educated themselves
- Be a great teacher themselves. As a leader of teaching, we are looking for someone who really knows what great learning looks like in the classroom and how to achieve it.
- Have a very clear understanding of what makes a great school and the skills and character required to develop this (rigorous planning, high expectations, great CPD, strong leadership, honesty, kindness, passion, commitment and resilience)
- Be fully aligned with Ark's values and [six pillars](#)
- Be excited by, and committed to, supporting practices that will drive great progress in the Ark South London area and across the wider network of Ark schools

Results are on the rise at Walworth Academy. Student progress is strong at GCSE and our Sixth Form provides superb opportunities and experiences as the springboard to Russell Group and other top universities. Due to the promotion of the current Principal within the network, we seek a leader to continue this work.

A sense of Family is important to members of the Ark Walworth community – our family values underpin the work that we do and we believe that all our students can achieve with the right support and commitment. Ark Walworth Academy CARES:

Commitment - Maximum effort in everything you do – all the time, with no excuses.

Aspiration - Always strive to be better, constantly reaching beyond your limits.

Resilience - Never give up – keep pushing and keep trying.

Excellence - Be the best you can be every day. Have pride and confidence in your success.

Self-Management - Do the right thing – never have to be asked.

To have an informal conversation (in confidence) please call Natalie Partridge on 020 3116 7193 or natalie.partridge@arkonline.org

To apply please go to <https://goo.gl/ajvQL5> You can also download the latest copy of the school [prospectus](#) for further information about life at the academy.

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

Job Description: Principal

Reports to:	Regional Director of Secondary
Start date:	September 2018
Salary:	Highly competitive package and negotiable according to experience

The Role

The Principal is responsible for providing an outstanding education for all pupils at the academy. The Principal will work with the senior team to establish outstanding teaching and learning and an excellent school culture.

Key Responsibilities

- Leadership of the academy and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Implementation and coordination of the vision, ethos and strategy for the academy
- Leadership of effective external relationships, including with the community and other stakeholders
- Contribution to the overall direction of the Ark network

Outcomes and Activities

Personal Leadership and Coaching

- Recruit, train, motivate and mentor all staff
- Instil an ethos of high expectations for behaviour and achievement of all pupils
- Lead the development of the academy curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body
- Develop partnerships with other local schools and the local authority to ensure that the vision for regeneration in the area is realised

Coordination of the Overall Strategy

- Oversee staffing allocation, including support staff, across the academy
- Coordinate cross-academy responsibilities among the senior leaders and staff
- Ensure robust operational systems are in place that support the academy's efficient functioning
- Through the Finance and Resources function, oversee the academy finance, facilities, catering and resources across the academy

Development of the Ark Network

- Share innovation and work with others in the network to develop good practice
- Help shape or lead education initiatives across the Ark network

Other

- Undertake any other responsibilities as directed by the Regional Director of Secondary and the Chair of the Governing Body

Person Specification: Principal

Qualification criteria

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

Experience

- Experience of school leadership (at least at deputy head level or equivalent)
- Experience of having helped lead a school that provides an excellent education for its pupils (ideally in a challenging urban environment) and has an excellent standard of teaching and learning

Behaviours

Leadership

- Effective management style that encourages participation, innovation and confidence
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Takes personal responsibility for their own actions
- Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction
- 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

Vision and Strategy

- Vision aligned with Ark's high aspirations and high expectations of self and others
- Clear vision and understanding of how to implement and sustain high quality education in an inner city school. Including: strategically leading all aspects of the academy, such as training, curriculum, learning, administration, finance and communication
- Clear vision and understanding of the strategies to establish consistently high standards of behaviour in an inner city school and commitment to relentlessly instilling these strategies
- Excellent organisational skills and ability to delegate
- Use of data to inform and diagnose weaknesses that need addressing

- Ability to work collaboratively with partner stakeholders, agencies and peers in the Ark network

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](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.

December 2017

Dear candidate

Thank you for taking the time to find out more about Ark Walworth Academy in South London and the possibility of leading this school.

Included in this information pack is information about the academy and the role of Principal. This is a great opportunity to be part of a transition school which is on its journey to being outstanding.

Results:

In 2017, 40% of students achieved a 5+ in English and Maths with 61% achieving 4+. Attainment 8 was 4.7 and Progress 8, 0.21. 67% of students achieved a 5+ in English and 64% gained a double Science GCSE. 30% of students achieved the full English Baccalaureate.

The academy's greatest success in 2017 was at Sixth Form where students achieved a cohort-wide Level 3 Value Added score of +0.54, thus placing Walworth Academy amongst the top sixth form providers nationally. This represented an ALPS 3 score overall.

54% of Walworth's sixth formers left in 2017 to go to top third university – well above the national average of 25%.

Ofsted:

When Ofsted visited the academy in 2014, they said that:

- Students behave well and all of them get on well together. The vast majority are ambitious and work hard in lessons.
- Students make good progress in practically all their lessons and standards are rising rapidly.
- The sixth form is good. It has been transformed during the last couple of years. Students study carefully balanced combinations of subjects which prepare them well for their future lives. Students mature into confident young adults.
- The pastoral care and support for students are outstanding. Students value the safety and security the academy gives them. They and their parents and carers appreciate its valuable work in the community.
- Students enjoy academy life: 'I like loads of things, especially the staff' (Year 9 student).
- The senior leadership team, middle leaders and all other staff are fully supportive of the Principal's plans for the future; they work effectively and energetically to deliver them.

- Provision for students' spiritual, moral, social and cultural development is strong. Health and safety issues which students encounter outside school are tackled head-on and fearlessly by the academy.

Ethos:

The current Principal has built a strong and caring ethos in the academy. The school is a pleasant place to work and study where staff and students alike show courtesy and respect to each other at all levels in the organisation. The concept of Family is strong at the academy and is focused around the mnemonic of CARES:

Commitment - Maximum effort in everything you do – all the time, with no excuses.

Aspiration - Always strive to be better, constantly reaching beyond your limits.

Resilience - Never give up – keep pushing and keep trying.

Excellence - Be the best you can be every day. Have pride and confidence in your success.

Self-Management - Do the right thing – never have to be asked.

As stated in the advert, this is a great opportunity for either a first-time head or someone with experience behind them in headship already. For the first-time head, we provide an experienced Executive Principal to provide support and guidance as you start out in the role. We want to invest in you and ensure your success in the role and this is one way in which that commitment will be evident to you. For those with experience and success already as a head, we look to use our most successful Principals to support and mentor others and the opportunity to step up to Executive leadership of another school whilst leading Walworth forward as Principal is a very real possibility for the right candidate.

If you have an absolute belief that all children can and will achieve; if you are committed to pushing for the highest standards with humanity and kindness; if you want to move this academy to outstanding in all areas and if you want to be part of a great network and have the opportunity to contribute to system change and development, then we would be delighted to receive an application from you.

I will be offering a tour of the academy to interested candidates on Monday 15th January at 11am. Should you wish to take part in this visit, please notify Claire Gould on claire.gould@arkonline.org by **3:30pm** on **Friday 12th January**.

If you would like any further information or to discuss the role, please contact Natalie Partridge on 020 3116 7193 or natalie.partridge@arkonline.org

I wish you every success with your application.

Yours sincerely,

Jane Fletcher

Regional Director

About Ark:

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as an NQT to running your own school.

Our highly-successful network of 34 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

But we want every child to succeed, whether they go to an Ark school or not, so we are constantly developing new teaching techniques and programmes, discovering what works in our schools before rolling them out more widely. Innovative programmes that started life at Ark include: Mathematics Mastery, Teaching Leaders and Future Leaders.

Our approach:

We want every Ark pupil to do well enough by 18 to go to university or pursue the career of their choice.

To achieve this, our schools prioritise six key principles.

- **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**

A teacher is the most important factor affecting pupil achievement.

We work side by side with our teaching staff to ensure excellent 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 every school 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 their teachers. 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
- Network 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 who want to improve their practice and embed outstanding learning in their classrooms
- SEN training for new to role and established SENCos
- New Teacher induction

Ark runs an Initial Teacher Training programme through our Ark Teacher Training school.

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

Ark offers teachers and support staff a comprehensive range of school-based first class professional development opportunities.

Benefits for Staff

We are committed to recruiting, developing and supporting excellent staff within the network. Alongside our continued focus on professional development through network days and our training menu, we also offer a variety of other benefits. These benefits have been chosen to help our employees develop professionally, plan their finances and look after their wellbeing.

Ark Rewards – Ark has a saving scheme for all employees. Employees can access up to £1,000 in savings a year from over 3,000 major retailers, receive up to 40% discounts at a wide variety of gyms and sign up for a cash rewards healthcare programme.

- **Discounts** – Save up to £1,000 a year through store discount cards, or cashback with online shopping.
- **GymFlex** – Save up to 40% at your local gym.
- **Healthcare** – This low cost plan gives you money back towards the cost of your optical bills, dental costs and consultations.

Interest Free Loans – Ark 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.

Suggest a Candidate Scheme – Ark rewards employees for nominating candidates who are successful in being offered (and accepting) a role in an Ark school.