



Ark Soane Academy

*Candidate Information
Pack - Principal*

Do you have the vision, passion and rigour to develop and lead a brand new secondary school in West London?

Ark Soane Academy will open in September 2019 in Ealing, West London. The academy will educate pupils from Year 7 to A-level and will serve the diverse local community. The academy will begin with a Year 7 cohort in September 2019 and will build year by year. The academy will have a newly refurbished building and all staff will be appointed by the founding Principal. The Principal will take up post in September 2018 so will have a significant period of time to plan for the academy's opening.

We are intent on creating a school that provides pupils with a standard of education the equal of any in the world. To achieve this, we are seeking a visionary and highly effective leader. The new Principal will work with the Executive Principal (West London) and Ark Regional Director to establish a vision for the school, recruit great staff and put in place rigorous systems for the opening of the new school.

Ideal candidates will:

- Be well educated. We will only consider applicants with good A-levels, or the equivalent, and good degrees.
- 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 the Ark pillars.
- Be committed to codifying great practice so as to ensure a lasting legacy at the academy and across the wider network.
- Be excited by, and committed to, supporting practices that will effect great progress in the Ark North London region and across the wider network of Ark schools.

Given the academy will build year by year the new Principal's experience will not be a determining factor. We will consider candidates with relatively little senior leadership experience if they meet the criteria set out below. Equally, we would very much welcome applications from experienced candidates excited by the opportunity to start a new school.

For further information, a confidential discussion or for any technical queries please contact Jerry Collins, the Ark Regional Director, at j.collins@arkjohnkeatsacademy.org or on 07908 158436.

To apply please go to <https://goo.gl/VdVgp4>

Location: Ealing (West London)

Closing Date: 10am, Tuesday 8 May 2018

Salary: Highly competitive and negotiable depending on experience

Start date: September 2018

The successful candidate will be subject to DBS and any other relevant employment checks.

Reports to:	Executive Principal
Location:	Ealing (West London)
Salary:	Highly competitive and negotiable depending on experience

The Principal is responsible for setting up and establishing a school that provides an exceptionally high standard of education for all of its pupils.

Key responsibilities

- Developing a vision for the academy with the Ark Regional Director that sets out a clear road map for the establishment of the school.
- Working with the contractor and Ark Projects Team to ensure the academy building and site are conducive to an outstanding educational provision.
- Implementation and coordination of the vision, ethos and strategy for the academy in all facets of its provision.
- Leadership of effective external relationships, including with the community and other stakeholders.
- Member of Regional Senior Leadership Team that drives regional activities and outcomes.
- Contribution to the overall direction of the Ark network.

Outcomes and Activities

Personal Leadership and Coaching

- Set out the academy vision in clear and effective planning documents.
- Communicate this effectively to Ark, stakeholders and potential staff recruits.
- Recruit and train highly effective staff and education leaders.
- Instil an ethos and culture of high expectations in every aspect of academy life.
- Codify all aspects of the academy's provision so there is a lasting legacy of embedded high quality practice in all areas.
- 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 codification and innovation work with others in the network to develop great practice
- Help shape or lead education initiatives across the Ark network.

Other

- Undertake any other professional duties

Qualification criteria

- Qualified to degree level
- Qualified to teach and work in the UK
- Strong A-levels or equivalent

Experience

- Experience of school leadership at senior level

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 urban school. This includes 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 urban 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.

Ark Soane Academy, an 11-18 secondary school, will open in September 2019. The academy will serve a diverse community and will aim to provide an exceptional education on foundations that ensure sustainable excellence, benefitting our community for generations.

Our school will be built on six pillars, which will be the foundation of an excellent education, developing confident, articulate and culturally aware young adults. Strong discipline will be at the heart of our school, providing the calm and focussed environment that allows pupils to learn, show and receive respect and develop the behaviours that will enable them to play a full role in society.

Our curriculum design will enable pupils to develop a framework of knowledge and understanding in each subject area that provides a solid foundation for further study. It will be a knowledge-rich curriculum where what pupils learn about is as important as the skills they develop. More time for English and maths will ensure that pupils develop literacy and numeracy to a very high level.

Teachers will be subject experts with an excellent understanding of the intellectual journey they will be taking their pupils on and will master the teaching skills to support this. Using the school routines to create an excellent climate for learning, teachers will ensure all pupils master the key concepts and skills required for each unit before moving on. Errors will be opportunities and emphasis is placed on growth rather than attainment. Training and development will be part of daily life at Ark Soane: weekly coaching, whole school training and collaborative planning meetings alongside support to engage in evaluative, data-driven and strategic thinking.

Character Education will be taught formally, to enable pupils to develop the characteristics that support their academic achievement, help them to become thoughtful citizens and allow them to make reflective choices over their personal lives. Alongside this part of the curriculum, the aim of raising aspirations will permeate the school. Pupils will understand the opportunities that a school and university education will afford them in terms of careers and quality of life. Pupils will develop their passions and interests through an in-day enrichment programme.

We want every student to be proud of their school and themselves as they embark on their journey of self-discovery, culminating in high achievement and a desire to make their impression in the world of work and in life.

For further information, a confidential discussion or for any technical queries please contact Jerry Collins, the Ark Regional Director, at j.collins@arkjohnkeatsacademy.org or on 07908 158436.

Ark is an education charity and one of the country's top-performing academy operators. Our network comprises both new-start and transition schools that have become Ark academies.

Our aim is to create outstanding schools that give every Ark pupil the opportunity to go to university or pursue the career of their choice.

To achieve this, our schools prioritise six key pillars:

- High expectations
- Exemplary behaviour
- Excellent teaching
- Depth before breadth
- More time for learning
- Knowing every child

Joining an Ark school means you will be supported by education experts from across the network.

You will work with other Principals in North London cluster and a experienced Executive Principal and Regional Director who understand the intricacies of your local school community. You'll also receive support and guidance from our Subject Experts who are there to help develop the curriculum and implement strategies to improve attainment.

Ark is an international charity, transforming lives through education. We exist to give every young person, regardless of their background, a great education and real choices in life. In the UK, we are a network of 36 schools, educating around 24,000 pupils in areas where we can make the biggest difference. Through Ark Ventures, we incubate, launch and scale initiatives that address some of the most intractable

