



Ark Byron  
Primary Academy



Principal  
Information  
Pack

# The role

## Do you have the vision, passion and rigour to lead Ark Byron Primary Academy at this pivotal and exciting time in its development?

We opened Ark Byron Primary Academy in September 2015 and now have five year groups, ranging from Reception to Year 4 and a total of 300 pupils. At Ark Byron we are committed to providing the best possible education and experience, whilst also expecting the highest standards, from staff, pupils and parents. The school is not selective, nor fee paying and welcomes pupils from all backgrounds. Set in a beautiful park setting, so unique for inner London, Ark Byron has already established a strong local reputation.

We believe in high academic standards but learning at Ark Byron is not simply about academic achievement. We want to develop the whole child to have caring, considerate pupils with a love of learning. Please look at our news pages to glimpse some of the varied learning experiences enjoyed by Byron children. Ofsted has graded us as “good” (November 2018) and there is a copy of the report on this website.

Our mission is to set the foundations and preparation for university or a career of choice, to provide pupils with real life choices and enhance their opportunities.

We are now looking for an exceptional and inspiring Principal to lead Ark Byron Primary Academy through the next chapter in its history. The new leader will enter a well-established and high profile school with much to be proud of and celebrate, but we will not stop there as there is always more to do and achieve. Through outstanding leadership, teaching and pastoral support we provide an inspirational environment which celebrates success and encourages pupils to strive for excellence in everything they do.

Our vision is for every child at Ark Byron Primary Academy to fulfil their potential. We will do everything possible to ensure that every child achieves year level expectations and above, every year.

### Ideal candidates will:

- Have a very clear understanding of what makes an exceptional 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 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.
- 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 London area and across the wider network of Ark schools

In return, you will work with an experienced Executive Principal and Regional Director and will be given the opportunity to broaden and develop your skills. We are committed to providing staff with high-quality and regular CPD.

We know that great schools need great senior leaders, which is why we are always keen to hear from people who share our belief that an excellent education is central to transforming lives.

This is a rare opportunity to lead across the primary school as part of an ambitious and aspirational senior leadership team, driving our primary school in an exciting next phase of its development, whilst having the opportunity to be part of the strong London regional cluster of schools and whole Ark Schools network.

The successful candidate will have the full support of Ark to ensure Byron Primary Academy makes a lasting contribution to its community, supporting local children to fulfil their ambitions.

If you are interested in finding out more about this opportunity, please contact Jacqueline Steele, Regional Director Primary at [jacqueline.steele@arkonline.org](mailto:jacqueline.steele@arkonline.org) for a confidential discussion.

### To apply, please click [here](#).

-  **Reports to:** Ark Regional Director
-  **Start date:** September 2020
-  **Location:** Acton, London
-  **Salary:** Highly competitive package, negotiable according to experience
-  **Closing date:** Thursday 2 April 2020
-  **Interviews will be arranged as suitable candidates are identified, so early application is strongly advised**

*Ark Byron Primary Academy is committed to safeguarding children and promoting child welfare. The successful candidate will be subject to DBS and employment checks in line with safer recruitment guidance.*

*Ark is an international charity that is 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.*

*Ark Schools are committed to attracting, developing and retaining a diverse workforce, with a broad range of backgrounds, experiences and perspectives.*





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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.

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# Job description

## 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

- Strategic leadership of the academy and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Implementation, coordination and evaluation of the vision, ethos policies and procedures 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 Schools network

## Outcomes and Activities

### Personal Leadership and Coaching

- Recruit, train, motivate, manage and mentor all staff
- Instil an ethos of high expectations for behaviour and achievement of all pupils
- Lead teaching and learning across the academy, coaching staff, teaching and modelling lessons when required
- Lead the development of the academy's curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents, the Governing Body, the trustees and the diocese
- Develop partnerships and maintain relationships with other local schools, the local authority and the Birmingham Education Partnership to ensure that the vision for regeneration in the area and across the city 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, resources and across the academy

### Development of the Ark Schools Network

- Undertake activities within the region or network for the equivalent of half a day a week. The nature and location of the work will depend on the Principal's expertise, experience, location of the school and network needs. It will usually involve work on a strategic priority, direct support to another school or participating in or leading a network/regional working group
- Help shape or lead education initiatives across the Ark network

### Other

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







Ark exists to give every young person, regardless of their background, a great education and real choices in life.

# Person specification

## 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
- Commitment to support the Christian ethos of the Academy

### 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 Ark Schools' networks

### Other

- This post is subject to an enhanced DBS disclosure

*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's Six Pillars

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## HIGH EXPECTATIONS



## EXCELLENT TEACHING



## KNOWING EVERY CHILD



## DEPTH FOR BREADTH



## EXEMPLARY BEHAVIOUR



## ALWAYS LEARNING

### 1. High Expectations

We believe that every child can achieve great things. So we set high expectations for all our pupils, and we do whatever it takes to meet them. Our aspirations are no lower for our most vulnerable pupils.

### 2. Excellent Teaching

A teacher affects a pupil's achievement more than any other factor. We work side-by-side with teaching staff, supporting them with training and development so that they can deliver excellent teaching. To make sure that no pupil is left behind, we've developed data management tools which help teachers to monitor progress — this shows when pupils, or indeed teaching staff, need extra support.

### 3. Knowing Every Child

We organise our schools so that every child knows, and is known well by, every adult in the school. We also recognise that children do best when families and schools work together. We keep parents well informed about children's targets, and we involve families in all aspects of school life. To nurture a love of reading and develop fluent communication skills, we also dedicate more time to literacy and English. We make sure that all of our teachers recognise the barriers that children face in building literacy skills, and we offer tools and expertise to enable teachers to best support students who need more help.

### 4. Depth for Breadth

When children build firm foundations in English and maths, they find it easier to do well in other subjects too. That's why we prioritise depth in these subjects, giving our pupils the best chance of success. We've developed *Mathematics Mastery*, and *English Mastery* which aim to improve attainment, enjoyment and confidence in maths and English. Their approach is based on tried and tested methods from around the world, and is endorsed by Ofsted. Mathematics Mastery partners with over 500 schools outside Ark, and English Mastery is working with more than 60 schools.

### 5. Exemplary Behaviour

Our schools are characterised by a respectful environment, where teachers can focus on teaching and pupils can focus on learning. We teach, recognise and reinforce good behaviour, and we don't tolerate poor behaviour. We don't accept any excuses, and we don't make any either.

### 6. Always Learning

To make sure children have enough time both for core subjects and for extra-curricular activities, many of our schools run a longer school day. Others are open at weekends and during school holidays, offering masterclasses and revision sessions. Many Ark schools offer residential stays, day trips and summer schools. In every school, no time is wasted — every hour of every day is devoted to children learning.



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