



**Ark Boulton
Academy**

Head of Religious Studies

Reporting to:	Director of Learning
Start Date:	January 2025 or sooner if possible
Location:	Ark Boulton Academy, Golden Hillock Road, Birmingham, B11 2QG
Contract:	Permanent
Working Hours:	Full-time 8am – 5pm Monday – Friday
Salary:	MPS/UPS (Depending on experience) Plus TLR 2b
Closing Date:	Friday 28 th June 2024 at 9am

We are looking for an enthusiastic and highly motivated Head of Religion Studies to deliver lessons at KS3/4. You will design an engaging and challenging curriculum that will inspire students to appreciate the subject, ensuring real learning takes place and helping them make superior progress.

The successful candidate will:

- Manage the professional community of subject teachers to ensure high attainment of their subject across the academy
- Develop and lead an exciting curriculum which enables the highest level of pupil progress and attainment
- Have an effective leadership and management style that encourages participation
- Have passion, energy, resilience and optimism to lead the department, make a difference and overcome barriers
- Be aligned with Ark and Ark Boulton's high aspirations and expectations
- Be motivated to continually improve standards and achieve excellence.

About Ark Boulton Academy

When you join Ark Boulton Academy you become part of a network of education experts who are all united by the same purpose - a commitment to making a difference where it matters most.

Respect

Curiosity

Perseverance



Each day is unique for our team, as they collectively support the activities within and outside the school. Our consortium of creative and resourceful team members ensure we go above and beyond in order to constantly improve our service to the community we serve. Our strapline 'growing together, reaching higher' applies as much to our staff as our students. We recognise that the health and wellbeing of our staff will affect that of our students. For this reason, we have invested in developing our wellbeing room and other initiatives to care for our whole school community.

Our staff are a valuable and integral part of our community and are given the room to grow and develop in an encouraging, challenging and rewarding environment. They are role-models and ambassadors for Boulton on a professional and public level. They reflect the virtues we promote which include courage, self-discipline, commitment, and honesty.

By becoming a member of our school family, you will embrace multiple opportunities for personal and professional development, not just within the school, but from the internationally renowned Ark family of schools we are a part of. Through Ark, our staff can share best practice and receive training from some of the most talented individuals in the country.

Why work for our school?

Hear what our teachers have to say about working at Ark Boulton Academy:

<https://arkboulton.org/jobs/working-for-us>

For an informal, conversation about the role please contact HR Officer, Amal Hersi on 0121 773 8156 or via email at: a.hersi@arkboulton.org

What we offer:

- Staff wellbeing is one of our main priorities. We provide breakfast for staff each morning, soup for lunch and lunch for those on duty. We have parking available, a gym on site and a well-equipped staff room including a pool table
- Our systems and processes for communication, marking and feedback and assessment are streamlined and the approaches we take are research led and based on the needs of our local context. For instance, at present we do not use traditional book marking across the school
- On Fridays, children finish at 1.20pm, giving time and space for professional development amongst staff
- Staff voice is important to us; we like to listen to our staff. We are always seeking feedback and input from our staff

Our Diversity and Inclusion statement

At Ark, we aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective.

Find out more about us by visiting www.arkboulton.org.

Please note the school reserves the right to close this advert early and interviews may take place before the advertised closing date. Applicants are strongly encouraged to apply early for this role to avoid disappointment.

How to Apply:

Please submit your application online by visiting <https://arkboulton.org/jobs/vacancies>



Job Description

Key Responsibilities

Student Management Information System

- Subject coordination across the academy
- Lead the professional community of subject teachers and leaders in the academy
- Quality teaching and learning of their subject across the academy
- Curriculum setting and assessment across the academy as agreed with the SLT.

Outcomes and Activities

Subject Coordination across the Academy

- Leadership and support of all subject teachers within the academy.

Leadership of the Subject Community

- Assisting in the professional development of teachers including inset training as may be appropriate
- Supervising and supporting beginner teachers and Early Career Teachers (ECTs) as appropriate
- Developing strong partnerships and ensuring regular and productive communication with parents.

Teaching and Learning

- Establish a subject development plan, target setting and review
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Manage departmental budget and resources effectively and efficiently
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of pupils is maintained at all times

- Participate in preparing pupils for external examinations
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications.

Curriculum setting and assessment

- Develop a syllabus and schemes of work for all year groups, in line with National Curriculum requirements, that are inspiring for learners and teachers alike
- Monitor and assessment of teaching and learning
- Set regular, measurable and significant assessments for the students
- Establish agreement for monitoring and evaluation of student progress
- Maintain accurate pupil data that can be used to make teaching more effective
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils.

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 an academy culture and ethos that is utterly committed to achievement
- Support and work in collaboration with colleagues and other professionals 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 members of the SLT or Principal.

Person Specification

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 establishing a high achieving department within a large and complex school environment
- Experience of leading, coaching and managing staff
- Experience of delivering consistently outstanding lessons to pupils of all ages and abilities
- Experience of implementing behaviour management strategies consistently and effectively
- Experience of supporting pupils 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

Leadership

- Effective team worker and leader
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and pupils
- Vision aligned with Ark's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils.

Leading the Curriculum

- Able to establish curriculum development, assessment, coordination and coaching
- Has good communication, planning and organisational skills
- High expectations for accountability and consistency.

Leading the Learning

- Excellent classroom practitioner and mentor
- Effective and systematic behaviour management, with clear boundaries, sanctions, rewards and praise.

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 pupils needs
- Understands and interprets complex pupil data to drive lesson planning and pupil 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 pupils
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

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

Executive Principal

I am delighted and proud to welcome you to Ark Boulton Academy, a secondary school in the heart of Sparkbrook, Birmingham. I joined our academy in 2023 and am working hard with our pupils and staff to make sure our school continues to improve. We want to provide an excellent education for each and every one of our pupils.



As Executive Principal, it is my responsibility to create an environment in which your child can become a confident, articulate, curious and persevering young adult. Our curriculum, enrichment programme and student experience days, help ensure our pupils learn, thrive and make progress. We are committed to preparing and supporting our pupils to go on to pursue careers they are passionate about, contributing positively to society and living happy, healthy and fulfilled lives.

Our school community works hard to ensure our values of being **respectful**, **curious** and **persevering** underpin our work and are upheld by us all.

We know that all children can and will achieve success and our dedicated staff work hard to nurture, support and provide challenge, to make this a reality. We welcome and value the input of carers and parents; together, we work hard to help realise the dreams and ambitions of our children and their families.

Please take a look around our website to find out what we can offer your child. The best way to really understand our school is to experience it. I would love to show you around and answer any questions you may have.

Ms Ela McSorley, Executive Principal

Head of School

Thank you for taking the time to read about this opportunity at Ark Boulton Academy. As Head of School, a large part of my role is ensuring that we have the very best staff supporting our pupils. We serve a diverse community where our young people really value their education, and greatly benefit from having a school full of dedicated professionals. I would love for you to join our team.



At Ark Boulton, we place great emphasis on recruiting and retaining teachers and support staff of the highest quality.

In every decision, we consider how we can best foster a positive working environment. We have introduced a number of initiatives to promote work-life balance and wellbeing, including reducing meetings, periodic early finishes and supporting staff with assessments by having them marked externally. The leadership team is passionate about making Ark Boulton Academy a great place to work and prioritises staff morale.

Managing our staff is one of my favourite parts of Headship, and I believe that strengthening interpersonal relationships between staff is exceptionally important. With that in mind, please do arrange some time to speak with me about this vital role in the school.

Mr Laurence Cole, Head of School

Being part of the Ark network

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 a trainee to running your own school.

Our highly-successful network of 39 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.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

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 support: schools share CPD, 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 creating time to collaborate with subject specialists within each school and across the network

Ark is at the forefront of changing education society through education. You can read more about how Ark is transforming lives through education [here](#).

Ark Safer 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.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

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 safeguarding and relationships with pupils.