



Ark Alexandra Academy

Head of Physics

Reporting to:	Head of Science
Location:	Ark Alexandra Academy, Hastings, East Sussex
Contract:	Permanent
Working Pattern:	Full Time
Start date:	January or April 2024
Closing date:	9.00am on 21 December 2023 - We will be reviewing applications on an on-going basis and this advert may close earlier than advertised depending on the level of response. Early application is strongly encouraged.
Interview Date:	Interviews to be arranged as suitable applicants identified
Salary:	Ark Outside London Main/Upper Pay Scales: £30,570 to £48,390 + TLR 2C £7,847 + up to £5k relocation package

Ark Alexandra

Joining our school team is an excellent opportunity for a proactive person who wants to make a lasting difference to the communities they serve.

Ark Alexandra is a two-campus secondary academy with a Sixth Form provision in Hastings, East Sussex. As a Church of England school, our values of faith, excellence and kindness underpin our ethos, culture and behaviour. We have an inclusive admissions policy that welcomes, without preference, students of all faith and none. We believe that everyone deserves to be accepted, included, and empowered to live a purposeful and fulfilling life.

We are excited to welcome applicants for this rare opportunity to join a successful Science department at our dynamic school in Hastings.

Our vision is to provide all members of our community with the opportunities to engage with 'life in all its fullness' (John 10:10). This will be achieved through the highest quality of education that a truly great school will provide. We are committed to striving for excellence and inspiring our students to fulfil their potential. Our faith underpins our aim for all students to have the widest possible life choices. By knowing every student, demonstrating kindness, we will inspire every member of Ark Alexandra to have a positive impact on the community around them.

How is Ark Alexandra different?

- We are part of the Ark family of schools and benefit accordingly from outstanding networking and career opportunities and first-class CPD.
- Staff wellbeing is one of our main priorities. We have an 8am - 5.30pm/weekend work-related communication curfew to ensure our staff can maintain a work/life balance.
- We do not do knee jerk reactions, fads or last-minute deadlines. 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.
- Behaviour for learning is always a high priority so our teachers can focus their time on the things that matter – planning and delivering brilliant lessons for our students.
- We offer a wide range of enrichment opportunities for our students that have excellent attendance and feedback.
- Our curriculum is traditional and academic, and we do not take shortcuts to boost our position in school league tables.
- We put high-quality teaching at the heart of what we do. Live coaching and current best practice in the field of education is central to our approach.
- There is the opportunity to steer your own career. There is a range of professional development opportunities available should you be seeking to further your career beyond classroom teaching.
- As we are part of the large Ark network, this means that we work collaboratively with other schools to build a curriculum suitable for all students and bespoke to our context.
- Salaries higher than the national pay scales.
- Twice as many training days as standard with network-wide events with Ark colleagues.
- Unique opportunities for growth and development working across a split site – the largest secondary with a 6th form in the Ark network.
- We offer benefits such as a subsidised gym membership, Healthcare Cashplan, Cycle to Work scheme, Employee Assistance Programme and access to the Ark Rewards scheme which offers up to £1,000 a year in savings from over 3,000 major retailers.

If you are ready to add further value to our dedicated, hard-working Science department and to work alongside a diverse school leadership team, then you will find this job extremely rewarding.

Alignment with the school's vision, values and approach to education is essential.

The Role and the Department

We are looking for an enthusiastic Head of Physics to oversee the subject and be a part of our friendly, supportive and hard-working Science department.

Our large science department is full of friendly, supportive and hard-working teachers and offers a Combined Science Trilogy program to all students and separate

Triple Science to the most able. This continues into our sixth form where we teach A-levels in Biology, Physics, Chemistry and Psychology.

The successful candidate will be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background. A passionate practitioner, with the ability to deliver high-quality, rigorous lessons that drive achievement and inspire a love of learning that extends beyond the classroom. They will be able to communicate effectively with students of all abilities, be proactive, have excellent communication skills and be experienced in establishing successful learning relationships with young people and adults. Their Physics background will enable them to promote Physics A-level and future career pathways, as well as driving aspects of Physics within the Key Stage three and four curriculum.

About Ark Schools

Ark is a network of non-selective schools and run 39 academies in London, Birmingham, Hastings and Portsmouth educating more than 28,500 students.

Ark's aim is to create outstanding schools that give every student, regardless of their background, the opportunity to go to university or pursue the career of their choice.

If you have any questions about the role or to arrange an informal visit, please email ALEHR@arkalexandra.org

To find out more about Ark Alexandra, please visit our website via www.arkalexandra.org or for further information about Ark Schools please read the attachment – Why join an Ark school?

Closing Date: 21 December 2023 at 9.00am.

Ark value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to an enhanced Disclosure and Barring Service check and any other relevant employment checks.

Job Description: Head of Physics

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Salary:	Ark Outside London Main/Upper Pay Scales plus TLR 2C

The Role

As Head of Physics, you will develop, lead and manage the effective delivery of an outstanding curriculum, which enables the highest level of student progress and attainment. You will support the Head of Department to promote outstanding teaching and learning and a strong school culture within a nurturing and rigorous environment.

Key Responsibilities

- Physics GCSE
- Physics A Level
- Support and development of KS3 students to ensure that they are ready for the rigor of GCSE

Leadership and management (with the support and direction of the SLT)

- Enable all teachers of Physics to achieve expertise in teaching and planning, through coaching and support, as well as through the provision of CPD and inset training days
- Assist the Head of Department, in monitoring, evaluating and continually improving the quality of planning, teaching and learning, and assessment within the department
- Develop strong partnerships and ensure regular communication with parents and carers
- Support the Head of Department to provide a model of outstanding practice to staff
- Support in ensuring appropriate arrangements are made for classes when staff are absent

Improving Teaching & Learning

- Design, oversee, monitor and evaluate an engaging and challenging curriculum that inspires students and develops their skills and knowledge, while identifying clear targets, timescales and success criteria for development
- Securing and sustaining effective teaching and learning throughout the Physics curriculum by assisting the Head of Department in monitoring and evaluating the quality of teaching and standards of students' achievement, using benchmarks and setting targets for rapid improvement of all students including those in vulnerable groups
- Ensure continuity and progression in the teaching of Physics by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work

- Monitor the work of the department through rigorous and regular lesson observations, and provide detailed, constructive feedback
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families in order to promote progress and outcomes
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning
- Develop enrichment opportunities that inspire and excite students
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams
- Ensuring creativity, innovation, and the use of appropriate new technologies to achieve excellence
- Work with colleagues, students and families to develop a strong school community

Professional Development

As a teacher:

- Take responsibility for your own professional development and demonstrate a commitment to continuous professional development by undertaking, and seeking out, opportunities to build your capabilities as a teacher
- Maintain an up-to-date expert knowledge of your subject area, related teaching pedagogy and relevant aspects of the National Curriculum, exam board requirements and other statutory provisions, including developments and reforms in broader education policy
- Ensure you understand your professional responsibilities in relation to school policies and practices
- Evaluate your own teaching critically and use this to improve your effectiveness
- Engage, positively, with the Academy's performance-management system

Non-Subject Responsibilities

- Demonstrate consistently high expectations of all students and a commitment to raising their achievement and social and emotional well-being
- Promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- Develop strong and positive relationships with students
- Implement all school policies, including the school's behaviour policy
- Contribute to the design and delivery of the school's enrichment curriculum
- Model the ethos and vision of the school at all times
- Communicate promptly and sensitively with parents, carers and other relevant bodies where necessary

- Establish and maintain effective working relationships with all colleagues
- Be familiar with and comply with the School's Health and Safety policies
- Be responsible for the health & safety of students when they are authorised to be on school premises and when engaged in authorised activities elsewhere
- Ensure compliance with Arks data protection rules and procedures
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required

Form Tutor Responsibilities

- Maintain a holistic overview of the academic and pastoral progress of your tutees, including monitoring their wellbeing, academic attainment and progress
- Develop strong, trusted, relationships with each tutee to act as their mentor.
- Implement the Academy's attendance, rewards, sanctions, behaviour and monitoring policies
- Monitor the safeguarding and welfare of tutees
- Ensure relevant staff are aware of any issues with tutees as required
- Proactively engage parents of tutees and endeavour to build positive home-school relationships. Act as the primary point of contact for parents of your tutees
- Model the ethos and vision of the school

Notes

No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Principal/Senior Leadership Team/Line Manager.

Person Specification: Head of Physics

Qualification Criteria

- Qualified to teach in the UK
- Degree in Physics or related subject

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes
- Experience or knowledge of improving the quality of teaching and learning through the development of progression plans, schemes of work and high quality resources
- Experience leading a team and/or working to support the significant success of others
- Experience of interpreting complex student data to drive lesson planning and student progress
- Be or demonstrate the potential to become an outstanding teacher of Physics
- Mastery of and enthusiasm for Physics
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Behaviours

- Genuine passion for and a belief in the potential of every student
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action
- Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background
- Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

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.

Ark 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. To read more about Ark's safer recruitment process, please click this [link](#).