



Ark Isaac Newton Academy

Assistant Principal – Sixth Form





About Isaac Newton Academy

INA is based in new buildings between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.



Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary school has grown year on year and we now have 1200 11-18 year olds (including 250 students in the Sixth Form). In September 2014, Isaac Newton Academy opened a three-form entry primary school in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group and, like the secondary school, it has grown a year group at a time. From September 2020, we now have children in Reception through to Year 6.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The new Academy will thus serve a critical, long term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.

Dear Candidate,

I am delighted to introduce you to Ark Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision '**Together, we build a kind, safe and inclusive environment that instills the knowledge and character necessary to reach transformational destinations**'. Commitment to our vision has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Ark Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Isaac Newton Academy and will build on the successes already enjoyed by the school, especially highlighted with our amazing year 6, 11 and 13 academic outcomes in 2022 and 2023.

Our academy aims to be a 'home from home' for both staff and students. My belief is all students deserve a great school and staff a great place to work. Therefore, we are very clear with the culture that we wish to cultivate for our community. Central to this is being a mission led organisation, which is at the heart of everything we do and outlines our ambition, that goes beyond ensuring our students have excellent academic outcomes. Ultimately, working for Ark Isaac Newton Academy is about being part of something unique where aspirations for all people are incredibly high. We certainly want like-minded people to join our organisation and live our mission each day, every day: ***Striving together to be pioneers whose legacy makes a positive difference for our world.***

I wish you the best with your application.



Morgan Haines
Principal



Our Mission

Striving together to be pioneers whose legacy makes a positive difference for our world.

Our vision

Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations.

Our Values & Beliefs

- **Integrity** – We are true to our values, doing what we say; we always do the right thing, even when it's hard and nobody is watching.
- **Kindness** – We always support each other, show genuine care and consider the feelings of others in all our actions and words.
- **Professionalism** - We model pride and positivity in all that we do; we are always respectful and take responsibility for our actions.
- **Growth mindset** – We work hard; we are resilient in adversity and unafraid of failure, always embracing our mistakes and celebrating our growth.
- **Excellence** – We are highly ambitious, doing the best in all we do to become the greatest version of ourselves.
- **Community** – We are unified, valuing relationships that create an environment where everybody is accepted and belongs.



About Ark

Ark is an education charity set up in 2004 to create a network of high achieving, non-selective, inner city schools where all pupils, regardless of their background or prior attainment, achieve highly enough by age 18 to have real choices: to go on to university or the career of their choice. Ark has no faith affiliations.

All ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network operates 39 schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

All Ark Schools prioritise six key principles:

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

A Commitment to Encourage Diversity

Ark is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

Job Description: Assistant Principal - Sixth Form

Reports to:	Senior Vice Principal
Start date:	September 2024
Location:	Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY
Salary:	Competitive/Leadership scale (depending on experience)
Closing Date:	8am, Monday 26 th February 2024
Interviews:	Candidates will be contacted when shortlisted

The Role

We are looking to recruit a talented, committed and inspiring teacher and leader to the role of Assistant Principal, Head of Sixth Form. The Sixth Form has built a solid foundation since it opened but we are looking for someone to raise standards further, ensuring our post-16 provision is truly exceptional.

Working with a dedicated and motivated Senior Leadership Team, and with the direct support of the Senior Vice Principal and Principal, the Head of Sixth Form will be responsible for the strategic planning of post-16 provision and will provide effective and inspiring leadership for staff and students in the Sixth Form. The post holder will drive forward improvements in teaching and learning, outcomes and the continuous development of our Key Stage 5 provision, whilst promoting the Sixth Form as a truly holistic educational experience and holding overall responsibility for the maintenance of high academic standards. As part of the Senior Leadership Team you will work together with your colleagues to ensure that the Sixth Form is a fully embedded part of our dynamic all through school, and that our post-16 students serve as the best role models and inspiration for our younger pupils.

Key Responsibilities

Leadership

- Set and implement a vision for the strategic direction of the Sixth Form
- Develop a strong and positive culture and ethos within the Sixth Form, securing high levels of professionalism, commitment to learning, independence and personal development of all students
- Lead the Sixth Form Team and line manage key members of the team
- Lead the monitoring and evaluation of Sixth Form provision, feeding into the SEF and Academy Improvement Plan
- Develop strong partnerships and ensure regular communication with parents and carers
- Manage the Sixth Form admissions process, including Sixth Form Open Events and the production of the Sixth Form Prospectus and Student Handbook
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Oversee the student leadership programme
- Manage the Sixth Form budget and resources effectively and efficiently

University and Career Success

- Set and implement a vision for university and career success, including providing university advice, careers guidance and raising student aspirations

- Build and manage partnerships with leading employers and external organisations to ensure students have access to mentoring and work readiness schemes, work experience and apprenticeships
- Design and deliver a Sixth Form enrichment programme
- Ensure the UCAS system is effectively led and managed across the Sixth Form
- Ensure accurate records of destination data are kept and report and act on key findings

Curriculum, Teaching & Learning

- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential, and in doing so meet their progress and attainment targets
- Establish the vision for Teaching and Learning, and implement a coaching and CPD strategy to secure excellent classroom practice across all courses
- Ensure there is a robust assessment strategy in place and that diagnostic data is used systematically to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning

Other

- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Arks data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required

This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.

Person Specification: Assistant Principal - Sixth Form

Qualification Criteria

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

Knowledge, Skills and Experience

- A strong track record of teaching in KS5 and understanding of KS5 pedagogy
- Knowledge of KS5 curricular
- A good understanding of post-18 progression options
- Demonstrable commitment to raising attainment of all students
- Experience leading a team and/or working to support the significant success of others, including professional development and effective management of underperformance – preferably in a Sixth Form setting
- Experience of interpreting complex student data to drive student progress
- A proven track record of providing excellent pastoral support as a form tutor
- Effective and systematic behaviour management

Leadership

- Ability to work in close harmony with other senior leaders
- Ability to keep up to date with national developments and pedagogical advances
- Effective management style that encourages participation, innovation and confidence
- Ability to lead and motivate staff within a performance management framework, including professional development and effective management of underperformance
- The ability to coach, mentor and support staff to work to the best of their ability
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Able to take 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
- Commitment to the safeguarding and welfare of all students.
- Highly organised and able to delegate
- Reflective and proactive in seeking feedback to constantly improve practice

Vision and strategy

- Vision aligned with Ark's high aspirations and high expectations of self and others, and with the ethos of Isaac Newton Academy
- Clear understanding of the strategies to establish and maintain a strong culture and ethos amongst staff and students
- Use of data to inform and diagnose weaknesses that need addressing.
- Understands what outstanding teaching practice looks like, how to diagnose and implement effective strategies to raise learning standards.

Leading External Relationships

- Can skilfully manage and maintain effective working relationships with parents and other stakeholders.
- Develop effective partnerships and liaison with key stakeholders

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 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.