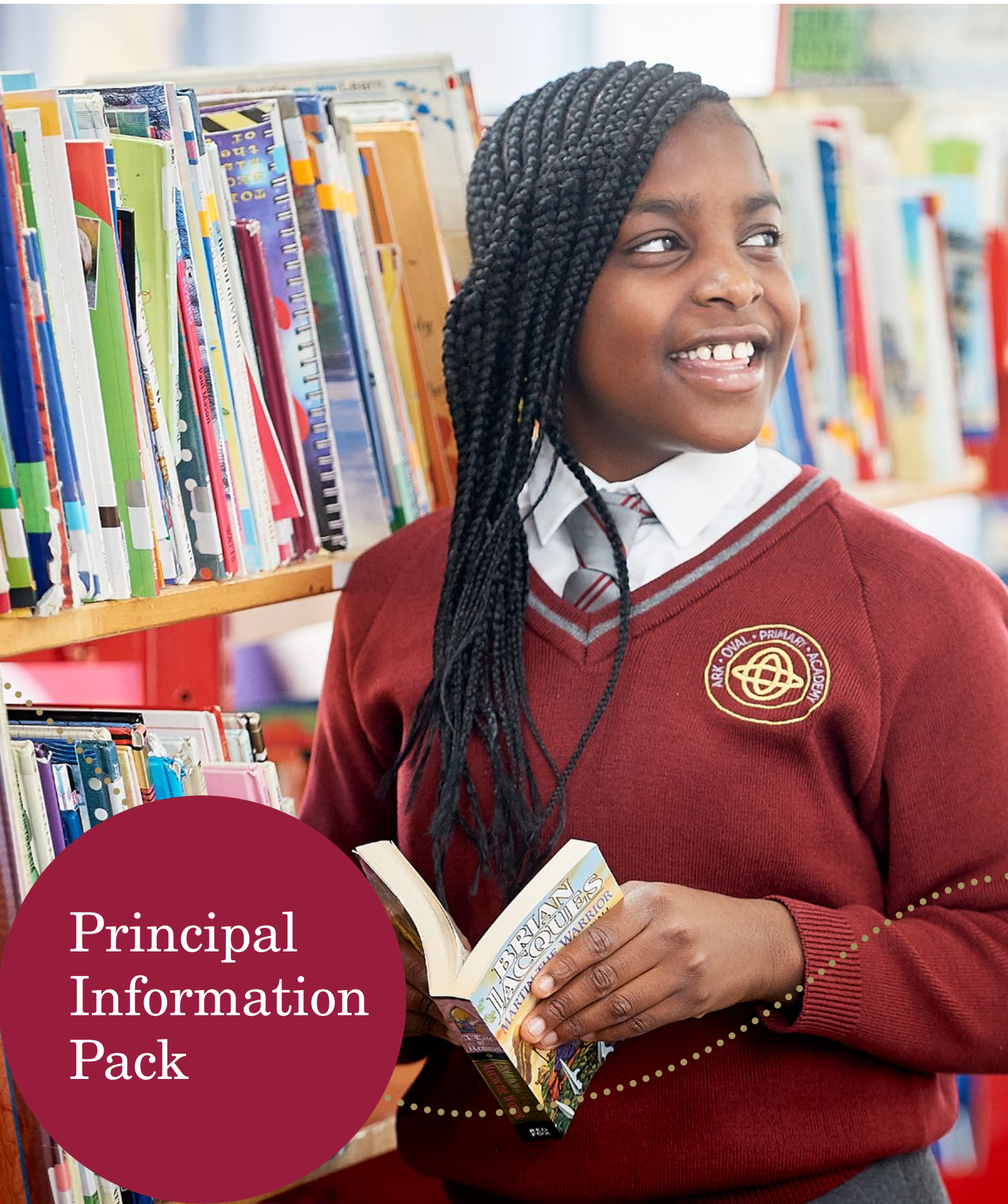




# Ark Oval Primary Academy



Principal  
Information  
Pack

# The role

**Would you like to lead a large primary school in the heart of East Croydon? We are seeking a capable and inspiring leader for Ark Oval Primary Academy.**

Ark Oval Primary Academy is a vibrant school in diverse East Croydon and is part of the Ark Schools network. We are committed to giving our children the very best start in life and through our motto “striving for excellence” we aim to ensure all pupils maximise their full potential. Every day we are committed to embracing our core values, encouraging everyone to be the best that they can possibly be and helping each other every step of the way. Our core values are:

- **Be Resilient**
- **Be Honest**
- **Be Brave**
- **Be Respectful**
- **Aim High**

In March 2020, Ofsted inspected Ark Oval and rated the school as “Good” highlighting that “pupils are happy, enjoy coming to school and are proud of their school.” We’re committed to ensuring pupils play an active part in their school community and are fully engaged, responsible, sensitive and reflective citizens.

We are now looking for a highly capable and inspiring principal to lead Ark Oval Primary Academy through the next chapter in its history. The new leader will enter a well-established school with much to be proud of, but with still much more to do.

We are looking for a principal who is a strong and inspiring leader, able to help build on the existing successes of the school.

## **Ideal candidates will:**

- Have a good understanding of what makes an excellent school
- Have experience of having worked in, and ideally led, a successful school previously
- Have the ambition, drive and resilience of an excellent leader
- 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 across the wider network of Ark schools

In return, you will work with an experienced and nurturing 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 leadership development. You can read more about our benefits and rewards that we commit to for all our principals later in this pack.

We know that great schools need great leadership, 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 Ark Oval at an important point in its development. This presents a unique opportunity for personal and professional development. The successful candidate will have the full support of Ark to ensure Ark Oval 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 the Regional Director, Kate Magliocco at [Kate.Magliocco@arkonline.org](mailto:Kate.Magliocco@arkonline.org) or Alexia di Marco, Head of Talent, [alexia.dimarco@arkonline.org](mailto:alexia.dimarco@arkonline.org)

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

- Reports to:** Regional Director
- Start date:** January 2023
- Location:** Cherry Orchard Road, Croydon, CR0 6BA
- Salary:** Highly competitive package and negotiable according to experience
- Closing date:** 9am, Friday 16 September 2022
- 1st Interview:** Monday 19 September 2022
- 2nd Final stage assessment:** Tuesday 20 September 2022

*We value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to DBS and any other relevant employment checks.*



“

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.

”





# Job description

The principal is responsible for providing an outstanding education for all pupils. They will work with the staff to establish outstanding teaching and learning and an excellent, nurturing school culture.

## Key responsibilities

- Leadership of the school and its staff to consistently deliver high quality education to all pupils
- Implementation and coordination of the vision, ethos and strategy for the school
- Leadership of effective external relationships, including the local community and other stakeholders
- Contribution to the overall direction of the Ark network.

## Outcomes and activities

### Personal leadership and coaching

- Lead and inspire all the senior leaders to ensure excellent leadership and management throughout the school
- Oversee recruitment, training, motivation and mentoring of all staff
- Instil an ethos of high expectations for achievement and behaviour for all pupils
- Lead the development of the curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body.

### Coordination of the overall strategy

- Oversee staffing allocation and strategic staff development
- Ensure robust operational systems are in place that support the school's efficient functioning
- Work with the Finance and Operations team, oversee the finance, facilities, catering, and resources across the school.

### Development of the Ark network

- Collaborate with others in the network to develop good practice and share innovation
- Help shape or lead education initiatives across the Ark network
- Undertake any other responsibilities as directed by the Regional Director.





# Person specification

## Qualification criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK.

## Experience

- Successful experience in primary school leadership, as a vice principal or principal.

## Leadership behaviours

### Teaching and learning

- Ability to lead outstanding teaching and learning
- Ability to lead effective and systematic behaviour management with clear boundaries, sanctions, rewards and praise.

### Vision and strategy

- Has a vision aligned with the school's high aspirations and high expectations of self and others
- Has a clear understanding of strategies to establish a consistently nurturing culture with high standards of behaviour and commitment to relentlessly maintaining these standards.

### Leadership

- Strong understanding of outstanding provision in all facets of education across a primary school
- Successful experience of implementing key aspects of this provision
- Ability to set high standards and lead and motivate colleagues and pupils in meeting these standards
- Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction
- Strong organisational skills and the ability to delegate
- Genuine passion and a belief in the potential of every pupil
- Ability to use data to inform and diagnose weaknesses that need addressing
- Commitment to the safeguarding and welfare of all pupils.

## Leading external relationships

- Ability to skillfully lead and manage good working relationships with parents, governors and other stakeholders.

## Personal characteristics

- Highly approachable, very grounded and makes sensible judgments
- Relishes accountability and takes personal responsibility for their own actions
- Excellent critical thinking skills; has intellectual curiosity and rigour
- Able to build trust and mutual respect between pupils, families and staff
- Strong interpersonal, written and oral communication skills.

## 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.*



# Benefits & Rewards with Ark

---

As an Ark Principal, we will offer you:

1. A carefully designed and supportive **Principal Induction** plan to ensure you have everything you need to start your new role confidently and smoothly
2. An **Ark Coach**, where desired, who has undertaken our CPQP coaching training
3. **Ark network training days** – we have ten days in total across the year for you to receive training as well as train your staff – twice the usual amount of days offered
4. **Principals' Residentials** which offer a valuable few days of networking, collegiate advice, support and socialising
5. **Principal training** – in addition to NPQH training we also offer CPQP coaching training and other unique sessions such as Media Training designed to give you all the tools you need to thrive in your new role
6. **Support from experienced external professionals** such as psychotherapists from [healthyminds@work](mailto:healthyminds@work)
7. **Influence** particular Network-wide issues through our Network Groups and Principals Lead meetings
8. **Career development opportunities** – being part of a group of schools means that there is always room to grow and new opportunities to explore; 90% of our Executive Principals are homegrown from our Principals
9. **On-hand expertise** from our dedicated Central education and operations teams who are ready to support you and your school
10. **Regional SLT** – all Principals are part of a Regional SLT which work collaboratively on Regional and Network priorities

# Ark's Six Pillars

---



## 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, maths and other key subjects, 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 *Ark Curriculum Plus* which aims to improve attainment, enjoyment and confidence in key subjects. Their approach is based on tried and tested methods from around the world, and is endorsed by Ofsted. Ark Curriculum Plus has over 1000 Mastery programmes being used across the country in Mathematics, English, Science, History and Geography across primary and secondary 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.



**Ark Oval Primary Academy**

98 Cherry Orchard Road,  
Croydon, CR0 6BA

☎ 0208 688 3000

✉ [office@arkovalprimary.org](mailto:office@arkovalprimary.org)

🌐 [arkovalprimary.org](http://arkovalprimary.org)

🐦 @ArkOvalPrimary