



# Ark Isaac Newton Academy

Lead Practitioner – Mathematics





Dear Candidate,

I am delighted to introduce you to Ark Isaac Newton Academy, an all through academy from reception to Year 13. We are a high-performing, non-selective school committed to providing a transformational education for every student we serve. Located in the heart of our community, we combine academic ambition with strong pastoral support to ensure that all students—regardless of background—can thrive, achieve, and develop the character needed for future success.

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 instils the knowledge and character necessary to reach transformational destinations’**. Commitment to our vision has already delivered a series of great successes, where academic outcome across KS2-5 are the amongst the highest in the nation and our work supported in October 2024 when we judged by Ofsted to be outstanding in all areas for a third consecutive time since inception of the academy.

Joining Ark Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader and Principal, with a large portion of this within an all-through school setting. 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.

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 that are aligned to our values that underpin our culture – ***integrity, kindness, professionalism, growth mindset, excellence*** and ***community***. As well, anybody that joins our academy must want to work towards 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
- Enriching Experiences
- Knowing every student
- Ambitious Curriculum
- Strong relationships

## **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 – Lead Practitioner – Mathematics

Reports to: Assistant Principal  
Start date: 1<sup>st</sup> September 2026  
Location: Isaac Newton Academy, 1 Cricklefield Place, Ilford IG1 1FY  
Salary: Ark Leadership Scale 1-10 (£56,703-£69,814), depending on experience  
Closing Date: Thursday 14<sup>th</sup> May 2026  
Interviews: Candidates will be contacted once shortlisted

## The Role

We are looking to recruit a talented, committed and inspiring teacher and leader to the role of Lead Practitioner –Mathematics, who has experience across KS3 to KS5. Our vision is that teaching and learning is the main driver for improvement in student outcomes, as well as developing our students’ character. The role will see you work with a range of leaders from within the Maths faculty and working closely with the Assistant Principal for T&L and other leaders who form the T&L team. Your role with the Maths team will involve developing staff, especially trainee teachers and spending time working on specific aspects of the Maths curriculum. You will lead curriculum development time and contribute to whole academy CPD. Beyond this, you will play a pivotal role in ensuring the strategic progression on curriculum and teaching across all subjects and play a key role in deploying coaching support for other staff and leaders.

We are committed to ensuring every child is challenged to achieve their maximum potential and have already celebrated wonderful successes in seeing our students progress to study at the most competitive universities, and onto the most competitive degree level apprenticeships. If you are a middle leader looking to make your mark this is the perfect opportunity for you for you to progress into senior leadership. You will be joining a Maths team that achieves exceptional outcomes across GCSE and A-level.

We are highly ambitious for our students, and our staff are pivotal to our success. As part of the team, you will have the opportunity to work with great colleagues and develop your career through an outstanding professional development programme. You will be encouraged to be a reflective and open practitioner and be supported by the expertise of other leaders at the academy.

## Key Responsibilities

### Leadership

- Ensure the academy’s curriculum, teaching, learning and assessment policy (CTLA) is implemented with precision, fidelity and excellence.
- To lead the development of specific aspects of the Maths curriculum across KS3-5.
- To develop and improve the practice of teaching staff to ensure all classrooms at Ark INA provide an excellent provision for all students.
- To model excellence as a teacher and coach, as well as being an integral member of the T&L team.
- To alter your coaching method/style depending on the teacher you are working with
- To analyse and deconstruct the teaching and provide strategies that will impact on the areas for improvement

- To support the planning and leadership of the CPD map, with the Teaching and Learning team, that is in line with the requirements of the academy
- To have curriculum responsibilities within subject area taught in
- To line lead staff in the Maths faculty and support where directed beyond by the Principal
- To help build the desired culture across the academy in line with the vision and values of the academy

### **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 lead and the Principal.

# Person Specification: Lead Practitioner - Mathematics

## Qualification Criteria

- Qualified to teach and work in the UK
- Educated to degree level, ideally with a Maths based degree.

## Knowledge, Skills and Experience

- Proven track record of delivering excellent cohort and class examination results across KS3- KS4 and specifically KS5
- Experience of providing professional development to teachers, including coaching, mentoring and training
- Experience of curriculum design and implementation
- Experience of preparing and leading training sessions
- Demonstrable experience of significantly raising attainment in a challenging context
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning in their subject area through schemes of work, assessment and extra-curricular activities etc.

## Leadership

- Ability to work in close harmony with staff and 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 Ark 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 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](#).*