



ARK Franklin
Primary Academy



Principal
Information
Pack

The role

Do you have the vision, drive and rigour to lead Ark Franklin Primary Academy at this exciting and important time in its development?

At Ark Franklin Primary Academy, we are a 'Good' school (Ofsted, January 2016) that is committed to offering an education rooted in the best that has been thought and spoken. We are a large, three form entry in the heart of Queens Park, North West London. Our aim is to offer a consistently excellent education to our children. We are proud that our curriculum is rich in knowledge, culture, vocabulary and is implemented in a nurturing environment that invests much in social and emotional capital, enabling all to thrive. In addition, we aim to achieve real equity and equality of opportunity for everyone, thus equipping Ark Franklin alumni with the skills and knowledge necessary to navigate the world confidently and successfully beyond our gates.

We are now looking for an authentic and highly skilled principal to lead Ark Franklin Primary Academy through the next chapter in its journey. The new leader will enter a well-established and high-profile school with much to be proud of and celebrate. Nevertheless, there is always more we need to do and achieve. We want to continue to drive and improve standards further; we want to further engage; care for and inspire staff deeply; and finally, we want to ensure Ark Franklin continues to be recognised and celebrated as the truly fantastic community school it is.

Ideal candidates will:

- Have a good understanding of what makes an excellent school
- Have experience of having worked in, and ideally lead, a successful school previously
- Have the ambition, drive, authenticity, 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 you will be given the opportunity to broaden and develop your skills. We are committed to providing staff with high-quality and regular leadership development. Please see below for the 10 benefits and rewards that we commit to for all our principals.

As part of your induction, you will also work with an experienced interim executive principal who will help you to understand the needs of the school and kick off your tenure with real success.

We know that great schools need great senior leaders, 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 Franklin 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 Franklin 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 at Adele Yilmaz, recruitment and talent manager at adele.yilmaz@arkonline.org

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

- Reports to:** Regional Director
- Start date:** April or September 2022, depending on your availability
- Location:** Harvist Rd, London NW6 6HJ
- Salary:** Highly competitive package and negotiable according to experience
- Closing date:** Friday 7th January 2022 at 9am
- Visits:** We can be flexible and try to accommodate visits depending on your availability

Interviews:

- 1st interview:** 11th January 2022 (virtual)
- 2nd assessment centre:** 20th January 2022 (school based)

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.





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We believe that everyone deserves to be accepted, included and empowered to live a life that is purposeful and fulfilling.

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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.

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 educational 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 of 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
- The post holder must be committed to safeguarding the welfare of children.

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
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



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 and maths, 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 *Mathematics Mastery*, and *English Mastery* which aim to improve attainment, enjoyment and confidence in maths and English. Their approach is based on tried and tested methods from around the world, and is endorsed by Ofsted. Mathematics Mastery partners with over 500 schools outside Ark, and English Mastery is working with more than 60 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.



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