



*An opportunity to join an 'outstanding' all through academy.*

# Primary Teacher

## Candidate Information Pack

September 2019

Dear Candidate

We are seeking to appoint a motivated and committed class teacher to compliment the primary teaching team from January 2019.

Ark Academy is a school with high standards, high expectations and is underpinned by our core values: Civitas, Excellence, Perseverance and Participation. Our goal is that every student, regardless of their background or privilege, can go to higher education or the career of their choice and participate fully in our democratic society.

Our core value is Civitas and we teach children to be caring, polite, conscientious and motivated members of society. We want our children to aim high and be happy, successful citizens.

Ark Academy is an all-through academy and we pride ourselves on being a part of a bigger picture of a child's education that can run from nursery all way through to sixth form. The ethos of the academy is the same in all sections of the school. Our school is a welcoming and nurturing environment. Our staff put the needs of the children first and are focused on their progress. We value teamwork and professional development very highly so that we can do the very best job that we can for the children. Please feel very welcome to visit the school by contacting the school office.

The successful candidate will work within a staff team that is friendly and supportive. We passionately believe in developing teacher's skills and will be investing heavily in your coaching, training and development. We are a school that has worked hard to manage teacher workload so that you can focus on what really matters: your skills as a teacher and how that impacts the lives of the young people in the school.

To apply, follow the link at <https://arkacademy.org/vacancies> by **9:00am Monday 23rd September**. Please provide a supporting statement of no more than 500 words that details your vision, experience and suitability for the role with your application. For an informal conversation about the role, please contact Peter Watkins on 020 8385 4371 or [p.watkins@arkacademy.org](mailto:p.watkins@arkacademy.org)

Interviews will take place on **Friday 27<sup>th</sup> September**, only shortlisted candidates will be contacted.

We wish you the best with your application

**Peter Watkins**  
**Headteacher**



## **Job Description: KS1/2 Teacher**

**Reporting to:** SLT

**Start date:** January 2020

**Salary:** Ark MPS/UPS (Inner London) £30,406 - £50,178 depending upon experience.

### **The Role**

To deliver outstanding teaching and learning at KS2 and therefore help students achieve excellent academic results, and be a role-model/impact the academy more widely.

To design an engaging and challenging curriculum that inspires children to appreciate the range of subjects and their application.

### **Key Responsibilities**

- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make superior progress
- To provide a nurturing classroom and academy environment that helps students to develop as learners
- To help to maintain/establish discipline across the whole academy
- To contribute to the effective working of the academy.

### **Outcomes and Activities**

#### **Teaching and Learning**

- Enrich the curriculum with trips and visits to enhance the learning experience of all students
- With direction from the Headteacher and within the context of the academies curriculum and schemes of work, plan and prepare effective teaching modules and lessons
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- Ensure that all students achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications

- Provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- Participate in preparing pupils for external examinations.

### **Academy Culture**

- Support the academies values and ethos by contributing to the development and implementation of policies practices and procedures
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a culture and ethos that is utterly committed to achievement
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

### **Other**

- Undertake , and when required, deliver or be part of the appraisal system and relevant training and professional development
- Undertake other various responsibilities as directed by the line manager or Headteacher.

*Ark is committed to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service check.*

## **Person Specification: KS1/2 Teacher**

### **Qualification Criteria**

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

### **Experience**

- Experience of raising attainment of all pupils in a challenging classroom environment, with a solid grounding in literacy and numeracy teaching.
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning in their year group through schemes of work, assessment and extra-curricular activities etc

### **Knowledge**

- Up to date knowledge in the primary curriculum, in particular literacy and numeracy strategies.
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

### **Behaviours**

#### **Leadership**

- Effective team member and leader
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils.

#### **Teaching and Learning**

- A strong desire to always develop and improve own teaching practice through feedback and collaboration
- An passion for making a difference to children's lives and futures through education
- Excellent classroom practitioner
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward
- Has good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and pupils

#### **Other desirable training and skills**

- Training and practice in Ruth Miskin's 'Read, Write Inc.'
- Understanding of "Maths Mastery"

### **Other**

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training

- This post is subject to an enhanced Disclosure & Barring Service check.

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# The DNA of Ark Academy

## ARK ACADEMY MISSION STATEMENT

***Ark Academy has at its core the pursuit of highest standards possible in education. We believe in high aspirations, high motivation and high achievement for all. Through our extended curriculum and community life we seek to meet the needs of the whole person. Civitas – Citizenship – is at our core. We will build a community of civic pride and social justice in which all members are equally valued. We are committed to the service of young people and to helping them play their full part in society.***

### ***In light of this we aim to:***

- *Provide every student with the knowledge, skills, self-belief and motivation to be successful in their learning and lives*
- *Welcome, value and respect all who come to the school*
- *Build a community based on justice and a sense of personal responsibility*
- *Provide opportunities for all to experience CIVITAS whilst developing a spirit of tolerance and understanding for all cultures, traditions and faiths*
- *Promote dialogue and co-operation with the wider community*

### ***Our Driving Principles are:***

- Excellence
- Citizenship
- Participation
- Persistence

### ***Our goal***

*Our goal is that all students should be able to access higher education and participate fully in our democratic society.*

Is based on the six pillars of Ark Schools and developed into our own unique 'feel' generated by a genuine buy in for our core values. Our values are also underpinned by our habits and 'the way we do things around here'. We believe that in Ark Academy the following principals are tangible and central to achieving our mission from reception through to Year 13.



## 1. HIGH EXPECTATIONS

*A place of opportunity, a culture of aspiration and exceptional pupil outcomes*

Students will develop the characteristics that support their academic achievement and will become thoughtful citizens who make good choices in their lives. We set very high expectations for all our pupils, whatever their starting point. We believe every child can realise their potential with the right teaching and support. Progress, from every starting point matters to us. We want every child at Ark Academy to do well enough to be able to go to secondary university or



pursue a career of their choice. We ensure that our pupils understand the wide variety of opportunities and pathways that are available to them.

- We hold high expectations for all our pupils. Nothing is as important as the work we do to impact on the learning and lives of our students – staff go the extra mile to make a difference.
- Our mission is alive and real – we inspire and inform children through our Ark Ambitions programme, giving children insight and opportunities throughout their journey through the whole academy.
- Great outcomes for children do not come without hard work. Staff and children know that we must work hard. Critical to this is maintaining a high expectation. This begins with details such as uniform – we do not allow children to walk past a staff member with an untucked shirt and uniform is checked every day. Handwriting is expected to be of a high standard.
- If we set the bar for our expectations high, the children will rise to meet them and so will we.

## 2. EXCELLENT TEACHING

*First-class teaching underpinned by outstanding subject knowledge and a robust curriculum of carefully crafted lessons*

Teaching and learning is the main thing. The promotion of high quality learning is at the heart of all our endeavours. We aim to inspire a future of passionate learners by delivering challenging and engaging lessons. Our teachers have both excellent subject knowledge and pedagogy and are passionate about challenging each child to engage, stretch themselves and develop a love of learning. We use data intelligently to support our planning and ensure teaching is meeting the needs of students and improving outcomes.

- For all of us here, we know that teaching and learning is, and will always be, the main thing. Despite everything that goes on to distract us, we must remember that the quality of teaching that the children receive is our biggest lever to success.
- We rigorously monitor staff and give regular feedback in a supportive and developmental manner. Opportunities for high-quality training are always available from within the school or from the Ark network.
- We achieve excellent teaching through teamwork - everyone wants to help everyone else be better at what we do. Teams plan together and have a strong focus on dialogue and teamwork. We know that to achieve our mission we must collaborate so that we are all part of a larger aim – to make sure that 2 + 2 is greater than 4.

## 3. EXEMPLARY BEHAVIOUR AND STRONG ETHOS BASED ON CIVITAS

### *Self-regulated pupils and embedded routines which foster a culture of continual learning and mutual respect*

There is a compelling and inclusive moral purpose which drives the school forward and is represented by and reflected throughout the school by our motto and core value 'Civitas'. All members of our community recognise the meaning and spirit of Civitas and that we strive to reflect it in our daily lives. We want all our pupils to enjoy school and develop enthusiasm for learning alongside an understanding of their future role in society. Effective management and clear consistent routines ensure that we maximise the time for learning and pupils are taught to be self-disciplined and self-regulating.

- Ark Academy is a purposeful place of learning characterised by a respectful, orderly environment where teachers can focus on teaching and students on learning. We support one another and our students by the use of consistent routines.
- We are compassionately ruthless in ensuring that all students know and understand what is expected of them.
- Simply: consistency is king. We know that routines are a team game and we share and implement practices and routines across the school, working as a team to give our students a consistent experience and create an excellent climate for learning. As a result, our students will know that routines help create an excellent school.
- Our reward system is based on the four core values of: *civitas, excellence, persistence and participation*.
- All our students and staff know that Civitas is about being a better human being and we expect our students to develop as role models for those who follow them. We support Civitas in a variety of ways but significantly through our relationships.
- These permeate our school life and support our vibrant House System which supports team spirit, relationships and a positive school culture.

## **4. DEPTH FOR BREADTH**

*A knowledge rich curriculum and promotion of a growth mind-set which is underpinned by the principles of learning.*

All pupils will secure firm foundation in English and mathematics and this underpins excellence in the other subjects. Our curriculum is rigorous and knowledge-based which is reinforced by regular assessments that cumulatively build students' knowledge. We offer a broad range of subjects from Early Years through to KS1, 2 and 3. We believe in bringing learning to life, indoors and out, with an emphasis on engaging and purposeful learning.

- Our curriculum is rich in knowledge and is based on engaging, linked and purposeful learning.

- Our reading, writing and maths programmes bring challenge, rigour and ensure that children go to secondary school with very strong foundations of academic achievement.
- High academic achievement in literacy and maths is important to us but so is the “whole child”. Our curriculum is broad and children engage in a wide variety of enrichment experiences, from debating to roller-disco, from the local park to famous universities.
- We have a wide variety of visitors and trips that enhance the children's experience through the primary phase.

## 5. KNOWING EVERY CHILD

*Fostering relationships with pupils and families, enabling all individuals to flourish*

Ark Academy values the diversity and inclusivity of our school. We know it is important that every pupil knows they are well known by their teachers, so that every individual can flourish. In Ark Academy we explicitly develop through our core values and our unifying motto, Civitas, the character and habits which support pupils' academic and personal development. Our pastoral system ensures that every child has an adult who will listen to them. Positive relationships between students and adults reinforce a culture where children are safe and maintain excellent behaviour and commitment to learning. Regular assessment enables us to know how children are doing and how we can help them improve. Full communication with parents ensures that we work in tandem in the best interests of the child.

- We value the strengths and individuality of all pupils. Relationships between the school, the family and the child are critical for us to achieve our goals. Anything that impacts relationships, impacts on learning
- Our teachers understand the most impactful intervention happens in the classroom knowing the class in front of you and ensuring their need is being met is our key commitment.
- We never give up and always look for solutions to comprehensively support groups or individual children who are at risk of under-achieving
- Part of a child's experience is a rigorous approach to assessment. We regularly assess children on an ongoing basis as well as our three main periods of formal assessments. Dialogue, data analysis and planning together ensures that we use this information to meet children's needs and move them forward as much as we can.

## 6. ALWAYS LEARNING IN ARK ACADEMY

*Developing and nurturing talent through comprehensive tailored CPD for staff at all stages of their career.*

We put professional development at the heart of what we do in Ark Academy. We are always learning. We are committed to identifying talent and nurturing individuals to create a community of exceptional teachers, highly skilled support staff, thoughtful managers and strategic leaders.

Excellent teaching is underpinned by high quality professional development which supports teacher progression. We are a community of learners. It is in our DNA to talk, observe, plan and reflect together. Throughout the school, we offer our “Ark Ambitions” programme alongside a range of practical and creative subjects in order to inspire and inform even our youngest pupils.

- Teaching is a craft we can always improve. We invest heavily in our provision of professional development. We know that this is the key to the development of our students and to us as educators. We also recognise that all teachers need their subject knowledge refreshing and developing.
- An Ark teacher is one that wants to improve. Every teacher has a mentor who will give weekly coaching and feedback. Weekly coaching is intrinsic to our practice and is a central focus of the senior leadership team.
- We develop our knowledge and skills in Ark Academy in a variety of ways that link together to provide a wide range of opportunities to learn both on the job and from experts. Our teaching practice is developed through weekly mentoring, the weekly training programme, weekly co-planning meetings, through observation and feedback and, where possible, through co-teaching working alongside more experienced professionals.
- Through our talk, training and observation we have a shared understanding and a common language that ensures the consistency of our agreed approach. We know the key conditions needed to create this community of learners are trust, risk-taking, collaboration, co-construction, common goals and shared values. All of these underpin our DNA.
- As a member of both our region and Ark Schools we have regular opportunities to share practice and train together, attend joint monitoring visits or collaborate within our subject area. We are also a member of The Prince's Teaching Institute which supports the development of subject knowledge.

