



Ark Boulton  
Academy



Principal  
Information  
Pack



## Dear school leader,

Thank you for your interest in the role of Principal at Ark Boulton Academy.

Ark Boulton Academy is a six-form entry secondary school in the heart of Sparkhill, Birmingham. Our school has been on a significant journey of improvement over the past eight years. Having recently received positive feedback from Ofsted (June 2024), the school is now on firm foundations and ready to progress towards excellence. The staff body have remained committed to the school and its development; “community and togetherness are at the heart of this welcoming school” (Ofsted 2024). Staff are valued and given the room to grow and develop in an encouraging, challenging and rewarding environment. Our current school values of ‘respect, curiosity and perseverance’ are helping us build strong relationships with community.

We are now looking for a Principal to lead Ark Boulton Academy at this important stage of its journey and development. The new leader will join a secondary school with great potential and strong foundations to build on. This is a fantastic opportunity for an existing headteacher seeking a new challenge, or an experienced Vice Principal who would thrive in a collaborative network of schools.

Ark Boulton is part of the Ark network, one of the country’s most successful multi-academy trusts. All staff at Ark are part of a network of education experts who are united by the same purpose - a commitment to making a difference where it matters most. The newly appointed principal will have access to exceptional coaching and training opportunities, as well as the opportunity to collaborate with principal colleagues across Birmingham and our wider network. You will also have my support, as your dedicated Executive Principal, as well as our Regional Director.

We warmly welcome and encourage confidential conversations about the role and visits to our school for suitable candidates. If you are interested in finding out more about this opportunity, please contact me on [e.mcsorley@arkvictoria.org](mailto:e.mcsorley@arkvictoria.org) or our Head of Talent, Lexy di Marco, on [Alexia.DiMarco@arkonline.org](mailto:Alexia.DiMarco@arkonline.org)

**Ela McSorley**  
**Executive Principal**

# The opportunity

We are an inclusive secondary school serving 900 students from the local community of Sparkill, where 65% of our pupils are on free school meals. We are dedicated to developing every aspect of our pupils, and therefore, we prioritise both our character curriculum as well as the academic. Our school is fully accessible and has a well-resourced enhanced provision to meet the needs of all students, including those with physical disabilities. We offer a wide range of extra-curricular activities and clubs for our students and ensure there are numerous leadership opportunities, as well as opportunities to extend learning from the curriculum through trips and visits.

As an improving school, now with a secure foundation, it is an exciting time to join Ark Boulton as we embark on our journey to excellence. “Focused leadership has brought rapid improvement in how pupils learn in many subjects.” (Ofsted 2024) Our team is on a mission to provide a quality education that empowers all individuals to flourish, be aspirational and make a positive contribution to their community and wider society.

This is a great opportunity for a first-time principal who brings a breadth of experience and impact as a deputy, and who is ambitious and keen to progress with the support of a successful MAT. We are equally keen to hear from an experienced and successful head seeking a new challenge.

Leaders within Ark Schools benefit from being able to draw upon the resources, expertise and support of the network. They also have the opportunity to work collaboratively with other school leaders and to feed into the development of excellent practice beyond their own school. Ark has also developed a number of successful programmes and tools to support the cultivation of excellence including world class curricula through its English and Maths Mastery programmes in addition to the Great Teacher Rubric.



## Ideal candidates will:

- Believe and support Ark’s principles and values
- Have a track record of devising and delivering highly effective education for the students they serve
- Be committed to working in partnership with governors, parents, the school community and Ark to deliver strong outcomes for pupils
- Act with integrity and build effective, trusting relationships with colleagues and students
- Be network-minded and able to contribute meaningfully to our strategic development at both regional and network level.

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

- 👤 **Reports to:** Executive Principal
- 📅 **Start date:** April 2025 or sooner if possible
- 📍 **Location:** Golden Hillock Rd, Sparkbrook, Birmingham B11 2QG
- 💷 **Salary:** Significant and generous salary, including potential relocation package
- 📄 **Contract:** Permanent, full-time
- 📧 **Closing date:** 9am, Monday 4 November
- 🏫 **School visits:** To be arranged as suitable for the candidate
- 🗨️ **Interviews:** Week commencing Monday 11 November or to be arranged as suitable for the candidate

*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](#).*



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It is an exciting time to join Ark Boulton as we embark on our journey to excellence.

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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 students
- 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 secondary 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 school
- Successful experience of implementing key aspects of this provision
- Ability to set high standards and lead and motivate colleagues and students 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 student

- Ability to use data to inform and diagnose weaknesses that need addressing
- Commitment to the safeguarding and welfare of all students.

### Leading external relationships

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

### Personal characteristics

- Highly approachable, 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 students, 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 time to network, seek and provide collegiate advice, training, support and socialising
5. **Principal training** – in addition to NPQH training (if you do not hold the qualification). 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 Healthy Minds
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; 100% 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 Schools Leadership Team** – all Principals are part of a Regional SLT which works collaboratively on Regional and Network priorities

# Ark's Six Principles

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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. 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 prioritise teacher development, supporting them with training and progression so that they can deliver excellent teaching.

## 3. Knowing every child

Every child knows, and is known well by, the adults in the school. We also involve families in all aspects of school life.

## 4. Depth for breadth

We prioritise mastery in every subject so students' learning is deep across the curriculum range.

## 5. Exemplary behaviour

Our schools are characterised by a respectful environment, where teachers can focus on teaching and pupils can focus on learning.

## 6. Always learning

Learning is at the heart of what we do and what we invest in – for all. Our teachers are professionally curious and our children have access to a rich academic curriculum and a diverse range of experiences.

# Ark Values

## AIM HIGH

We have high expectations of ourselves and of each other

## BE BRAVE

We take on challenges and are prepared to say and do difficult things if that's what's needed

## BE KIND

We care about what we do and how we work with each other

## KEEP LEARNING

We are open to new ideas and we learn from our mistakes as much as our successes





# Positive Action & Inclusive Recruitment at Ark

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We aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective. Find out more about our commitment to [diversity and inclusion](#).

We particularly encourage applications from Black, Asian and ethnic minority candidates as they are currently underrepresented among our senior leadership teams. This is important to Ark as we aim to be more representative of our local communities.

We strive to make applying to and working for Ark as inclusive as possible and have a variety of systems in place to ensure that our approach is fair and open.



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