



Ark Isaac Newton Academy

Assistant Principal - Science





About Isaac Newton Academy

INA is based in new buildings between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.



Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary school has grown year on year and we now have 1200 11-18 year olds (including 250 students in the Sixth Form). In September 2014, Isaac Newton Academy opened a three-form entry primary school in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group and, like the secondary school, it has grown a year group at a time. From September 2020, we now have children in Reception through to Year 6.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The new Academy will thus serve a critical, long term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.

Dear Candidate,

I am delighted to introduce you to Ark Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

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 instills the knowledge and character necessary to reach transformational destinations**'. Commitment to our vision has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Ark Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. 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 and will build on the successes already enjoyed by the school, especially highlighted with our amazing year 6, 11 and 13 academic outcomes in 2022 and 2023.

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 and live 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
- More time for learning
- Knowing every student
- Exemplary behaviour
- Depth before breadth

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: Assistant Principal – Science

Reports to:	Vice Principal
Start date:	September 2024
Location:	Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY
Salary:	Competitive/Leadership scale (depending on experience)
Closing Date:	8am, Monday 26 th February 2024
Interviews:	Candidates will be contacted when shortlisted

The Role

We are now seeking a skilled and committed senior leader to join the team as Assistant Principal to lead the curriculum area of Science. The Assistant Principal will play an important role in the overall leadership and management of the academy as part of the senior leadership team, working closely with the Principal, where the role will come with a specific additional whole academy leadership brief. The role will be focused on leading the development of the curriculum (intent and implementation) across our all-through academy, from key stage 1 to key stage 5 for Science.

This is an exciting opportunity to join a collaborative academy and network, working with a team of excellent leaders at INA, across other Ark schools and the central team, to help ensure our students at INA and in other Ark schools, receive a great curriculum and teaching which is delivered to an exceptional standard.

We are highly ambitious for our students and our staff are pivotal to our success. As part of the staff 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 the Principal, Vice Principal and the rest of the senior team to develop as an outstanding leader.

Key Responsibilities

Leadership & Management

- Contribute to the leadership of the academy and its staff in order to achieve high standards of behaviour and attainment
- Support coordination of vision and strategy for the academy
- Leadership of effective external relationships with community and other stakeholders
- In partnership with the principal and rest of the leadership team, ensure the safeguarding of all pupils and the safety and wellbeing of pupils and staff is promoted and maintained at all times
- To fully support whole school aims, objectives and policy decisions, contribute to their establishment and initiation and sustain their implementation and review
- Facilitate projects, programmes or systems as directed by the Principal
- Help implement systems that work effectively in combination with whole academy systems and administration
- Line manage particular staff, including target setting, coaching and monitoring, ensuring that policies and procedures are adhered to
- In the absence of the principal and vice principals, to step-up and undertake the professional duties of the principal as reasonably delegated.

School Ethos & Culture

- Support the Principal in fostering a strong sense of academy community and ethos among both staff and students, which is underpinned by shared values beliefs.
- Ensure our culture is open, inclusive and represents all people at all times.
- Promote consistent implementation of behaviour policy and system of rewards and sanctions, characterised by orderly behaviour, caring and respectful relationships, and no shouting
- Act as a positive role model to staff and students

Curriculum, Teaching & Learning

- Work closely with the Principal to deliver excellence in the main area for continued school improvement.
- Support the training and development of teaching staff so as to improve the quality of curriculum, assessment teaching and raise the level of challenge in lessons.
- Teach great lessons that motivate, inspire and improve student attainment across KS3-5.
- Use regular assessments to monitor progress and set targets, and respond accordingly to the results of such monitoring
- Ensure that all pupils achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- Be involved with the process of developing highly aspiration and effective curriculum plans from reception to KS5.

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 manager.

Person Specification: Assistant Principal - Science

Qualification Criteria

- Qualified to teach and work in the UK
- Educated to degree level

Knowledge, Skills and Experience

- Expertise and experience in curriculum design, innovation and implementation.
- Demonstrable experience of having significantly raised attainment across KS3-KS5.
- Experience and understanding how to improve and sustain an effective behaviour policy and/or teaching and learning in a challenging school
- Understands what outstanding teaching practice looks like and how to design and implement curriculum reform.
- How to diagnose and implement effective strategies to raise learning standards for all students.
- Experience of having led and managed a team of people, preferably with experience of leading a highly performing department/faculty.
- Have passion for coaching and experienced in using coaching as a tool to develop teachers and leaders.
- Experience of having worked to support the significant success of others
- Ability to use data to inform decision making and diagnose weaknesses that need addressing

Leadership

- Ability to work in close harmony with other 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 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 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.