



Ark Charter
Academy

Principal
Information
Pack



Dear colleague,

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

Ark Charter is a six-form entry secondary school in the heart of Portsmouth with huge potential. The school has a growing pupil population, excellent facilities, and a recent [Ofsted](#) particularly highlighted its broad curriculum and enrichment activities.

These are strong foundations on which to build. Although the RI judgement was disappointing, the report picked up on the challenges that we had already identified with the school. Everyone involved with the school believes the foundations are firmly in place to rapidly improve all aspects of provision and we are excited about the appointment of a new Principal to lead this change.

As part of the Ark network, Ark Charter has access to the dedicated support of a highly successful MAT with a well-regarded CPD offer for leaders and teachers at all levels. In addition, the school is part of the Portsmouth DfE Education Action Zone giving an increased focus on the region, potential funding, and genuine opportunities for collaboration between schools.

This is a great opportunity to join the Ark network and lead one of our schools at a critical and exciting time in its development. We are offering a generous six figure salary, including potential relocation bonus, as well as the chance to work alongside some exceptional leaders who offer genuine support and capacity. Ark also provides extensive Principal training, coaching qualifications and one-to-one coaching development.

We will consider candidates seeking their first Principal role who would benefit from being part of a large, successful network of schools. We are also keen to hear from existing, more experienced Principals who are seeking a new chapter and new opportunities within a successful MAT.

For further information or a confidential discussion please email ark@minervasearch.com

The role

Ark Charter is looking for a skilled, authentic, and inspiring Principal with the determination and drive to transform the school at this pivotal stage of its journey. Whilst the academy has had a dip in performance over the last twelve months, and a disappointing RI Ofsted, we believe there are very strong foundations on which to build. We know the right leader can move this school to deliver consistently strong outcomes for every student.

The school's buildings are modern and fit-for-purpose and a new building was added as the school grew from four to six forms of entry. Ark is fully committed to the school and provide all the support necessary to ensure our pupils in Portsmouth are provided with a standard of education that is the match for the best nationally. This could be an ideal opportunity for a first time Principal who brings a good deal of experience and tangible impact as a Vice Principal, but who is ambitious and keen progress within the security of a successful MAT. We are equally keen to hear from experienced and successful school leaders seeking a new challenge and opportunities for growth.







The Principal will be an excellent leader, with a resilient character and a strong personal drive. You will be tenacious, with the energy to realise the existing potential of our school. You will hold exceptionally high expectations for all students, share the belief that an excellent education is central to transforming lives and ensure every student, no matter what their background, is given the opportunity to succeed. You will be deeply committed to staff development and have a strong track record of improving teachers and leaders in your role to date.

Charter Academy is part of the Ark network of schools, one of the largest and most successful multi-academy trusts in the country. Ark is a collegiate multi-academy trust that believes that excellent schools grow out of developing and supporting excellent leaders. Its approach to staff development, with high quality training provided at every level for both teaching and non-teaching staff.

Ideal candidates will:

- Believe in Ark's pillars and values
- Understand and support Charter's Christian ethos
- 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 diocese 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 go to:
www.minervasearch.com/ark

 Reports to:	Regional Director
 Start date:	April 2023 or as suitable for the right candidate
 Location:	Hyde Park Road, Southsea, Portsmouth, PO5 4HL
 Salary:	Six figure salary, including potential relocation bonus
 Closing date:	Monday 5 December, 9am
 First stage interview:	To be arranged as suitable

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

Ark is an international charity that is transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

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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Our aim is to create outstanding schools that give every Ark pupil the opportunity to go to university or pursue the career of their choice.

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Job description

The Principal is responsible for providing an outstanding education for all pupils. They will work with the senior team to establish outstanding teaching and learning and an excellent school culture.

Key responsibilities

- Leadership of the school and its staff in order 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, the diocese, 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 schools efficient functioning
- Work with the Finance and Operations team, to 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.





Ark exists to give every young person, regardless of their background, a great education and real choices in life.

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 academy's high aspirations and high expectations of self and others
- Has a clear understanding of strategies to establish consistently high standards of results and behaviour in an inner-city school and commitment to relentlessly maintaining these standards.

Leadership

- Strong understanding of outstanding provision in all facets of educational across a 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 academy 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 skilfully 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 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](#).

To read more about Ark's diversity and inclusion statement, please click this [link](#).



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 valuable time for 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 professional coaches** such as psychotherapists from healthyminds@work.
7. **Influence** Network-wide issues through our Network Groups and Principals Lead meetings. Ark is a leading voice in the sector and contribution to these discussions means you can help set the national education agenda.
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



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. 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, maths and other key subjects, 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 *Ark Curriculum Plus* which aims to improve attainment, enjoyment and confidence in key subjects. Their approach is based on tried and tested methods from around the world, and is endorsed by Ofsted. Ark Curriculum Plus has over 1000 Mastery programmes being used across the country in Mathematics, English, Science, History and Geography across primary and secondary 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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Hyde Park Road
Portsmouth
PO5 4HL