



Ark John Keats Academy

Secondary Head of Chemistry



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.

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.



About Ark John Keats Academy

Ark John Keats was founded in 2013 with one class of reception children. We are now a fully-fledged all-through school, running from nursery to year 13, with over 1800 children. Our school is oversubscribed, with a waiting list for every year group. Our community is composed of supportive and committed families who buy into our vision and work with us to ensure their children achieve all they are capable of in the future.

We aspire for all our children to have the academic knowledge necessary to enable them to progress to university, for pupils to have a love of learning and curiosity about the world, and for them to be polite, well-mannered young people who take responsibility for their choices and drive their own destinies. Our core values underpin everything we do:

Kindness, Effort, Aspiration, Tenacity, and Success

At Ark John Keats, we aspire for all our children to gain the academic knowledge necessary to progress to university, to develop a love of learning and curiosity about the world, and to become polite, well-mannered young people who take responsibility for their choices and drive their own destinies. The academy's approach to achieving this is based on our six pillars:

High Expectations

Every adult who works at AJK believes in the limitless potential of all children.

Excellent Teaching

Subject specialists rigorously plan lessons which make pupils work hard and think deeply about the subject, fostering their curiosity and love of learning.

Exemplary Behaviour

Pupils are unfailingly polite and well-mannered individuals who take responsibility for their own actions and seek to help others whenever they can.

Depth for Breadth

Our rich, challenging curriculum builds pupils cultural capital to ensure they can all knowledgeable, articulate and university ready.

Knowing Every Child

Our teachers know and care about every child they interact with, proactively building strong and positive relationships between school and home.

Always Learning

Our continuous professional development, co-planning meetings and coaching ensure teachers feel both stretched and supported, able to develop as teachers and leaders in a long-term career at Ark John Keats Academy.

Welcome from the Principal



Dear Candidate,

I am delighted to introduce you to Ark John Keats Academy: an all-through school in Enfield with a mixed comprehensive intake. Our mission is to ensure our pupils lead a life of genuine choice and can drive their own destinies because they have a rigorous academic curriculum, which is well taught, and because they know that kindness, effort, aspiration and tenacity lead to success. We are a member of the successful Ark network of schools and are proud to serve the young people and families in our community here in Enfield.

We opened our doors to our first reception classes in September 2013 and our first cohort of year 7 pupils joined us in September 2014. We currently have over 1800 pupils enrolled from nursery to year 13 and are oversubscribed in every year group. Our teaching staff are experts in their subject areas and all staff at the academy share a commitment to upholding the highest expectations. We have created an academy that is renowned for its calm, orderly and purposeful environment, where pupils behave maturely and respectfully and enjoy the rich experiences that we offer. As a result, our students secure excellent academic outcomes, become kind and well-rounded young people, and go on to impressive destinations (on average over 65% of our students go on to one to study at a top third university in the U.K.). The academy was graded good in all areas in our Ofsted inspection of January 2023, and we are committed to building on this foundation to ensure that every aspect of our school is truly excellent.

This is a fantastic place to develop your career and to make a positive contribution to the lives of young people. We are looking for talented and dedicated staff, who are ambitious for our pupils as well as themselves, to join us in this next phase of our development.

Kind regards,

A handwritten signature in black ink that reads "K Marshall". The signature is fluid and cursive, written in a professional style.

Katie Marshall, Principal



Ark John Keats Academy Secondary Head of Chemistry

Location: Enfield – easily accessible from central, north, and east London, as well as surrounding areas.

Salary: Ark MPS or UPS (Outer London) £35,368- £47,152 or £49,498- £53,230, with TLR2A £3,213 depending on experience.

Working pattern: Full-time (Flexible/Part-time working will be considered)

Contract: Permanent

Start date: January 2025

Closing date: 4th October 2024

We will be reviewing applications on an on-going basis and this advert may close earlier than advertised depending on the level of response.

Interviews: Interviews will be held on a rolling basis

Ark John Keats is an exceptional school looking to hire exceptional people.

About the role:

We are looking for a passionate and knowledgeable Head of Chemistry to join our science team. Science is a popular subject at every key stage. We offer both combined and triple award science at GCSE, and both A-Level and Level 3 Extended BTEC in Sixth Form. A-Level Chemistry is a popular subject at Key Stage 5, and many of our students go on to study science degrees at top universities.

This is an exciting opportunity for an experienced or aspiring Head of Chemistry to join a large and successful school. The ideal candidate will be someone who aligns with our approach to curriculum and teaching, who is an outstanding practitioner with a good understanding of both GCSE and A-Level Chemistry. The successful candidate will collaborate closely with other teachers and leaders in the school and across the Ark network to secure excellent outcomes for our children.

You will:

- Be vision aligned with our approach to curriculum and teaching.
- Have genuine passion and a belief in the potential of every student.
- Have up-to-date knowledge in the curriculum area.
- Be motivated to continually improve standards and achieve excellence.

About our school:

Ark John Keats was founded in 2013 with one class of reception children. We are now a fully-fledged all-through school, running from nursery to year 13, with over 1700 children. Our secondary school is oversubscribed, with a waiting list for every year group. Our community is composed of supportive and committed families who buy into our vision and work with us to ensure their children achieve all they are capable of in the future.

We aspire for all our children to have the academic knowledge necessary to enable them to progress to university, for pupils to have a love of learning and curiosity about the world, and for them to be polite, well-mannered young people who take responsibility for their choices and drive their own destinies.

Ark John Keats is part of Ark Schools, a hugely successful network serving pupils from deprived communities. Our network shares a belief in our six pillars, find out about them [here](#).

If you would like to find out more about us, please visit www.arkjohnkeatsorg.

We offer:

- Twice the number of training days as standard.
- Access to Ark Rewards scheme offering up to £1,000 a year in savings from over 3,000 major retailers.
- Interest-free loans of up to £5,000 are available for season tickets or a bicycles.
- Gym discounts offering up to 40% off your local gym.

How to get to us?

Travelling by rail from central London: Our nearest overground station, Turkey Street, is a 10-minute walk from the school and stops at Seven Sisters, Stoke Newington, and Hackney Downs on the way to Liverpool Street. National Rail services are also a 10-minute walk and stop at Tottenham Hale and Hackney Downs before finishing at Liverpool Street.

Travelling by car: We are easily reached by car, with most of Northeast London accessible within 30 minutes. There is free on-site parking for staff.

How to apply:

Please find the role on www.arkjohnkeats.org/vacancies and submit an application. We will be reviewing applications on an on-going basis and this advert may close earlier than advertised depending on the level of response.

For further information or to arrange a discussion, contact us at recruitment@arkjohnkeatsacademy.org.

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](#).

Job Description: Head of Chemistry

Reports to: Head of Science

Start date: January 2025

Salary: Ark MPS or UPS (Outer London) £35,368- £47,152 or £49,498- £53,230, with TLR2A £3,213 depending on experience.

The Role

- To develop, lead and manage the implementation and delivery of a challenging, coherent, motivating, and cumulative Chemistry curriculum.
- To support the Head of Science to lead and manage aspects of the wider Department.

Duties and expectations of all teachers at Ark John Keats

- Teach to a highly effective standard.
- Deepen the scholarly nature of both the subject and the academy.
- Play an active role in ensuring a consistently orderly, calm, and stimulating environment, both in and out of the classroom
- Enhance the quality of teaching and learning in the Department and wider academy through sharing resources and good practice, lesson observation, collaborative teaching, instructional coaching, and active participation in CPL.
- Develop habits of excellence in ourselves and our pupils through implementation of the academy rubrics and routines and consistent explanation of, and emphasis on, high expectations in all we do.

Key responsibilities and outcomes for the Head of Chemistry.

- Implementation of the Chemistry curriculum
- Achievement of consistently outstanding teaching and learning in Chemistry
- Achievement of outstanding academic attainment and progress in Chemistry
- Embedding of the Ark John Keats ethos and culture in the department
- Delivery of the Instructional Leadership model within the department
- Organisation and delivery of subject enrichment
- Support with the leadership and management of all other aspects of the Science Department

Activities

Leadership and management

- Write a subject development plan, set teaching and academic targets, and embed a meaningful monitoring and review process.
- Assist in the professional development of teachers.
- Maintain regular and productive communication with pupils, parents, and colleagues

Teaching and Learning

- Direct and supervise support staff assigned to lessons to ensure the support provided to individuals and groups is having a significant impact on academic progress.
- Put in place an ongoing intervention programme to ensure pupils who fall behind have effective intervention to ensure they catch up quickly and sustain progress

Curriculum setting and assessment.

- Monitor and assess teaching and learning.
- Set regular, meaningful, and measurable assessments for pupils.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Produce and contribute written assessments, reports and references relating to individuals and groups of pupils.
- Participate in preparing pupils for external examinations.

Academy Culture

- Support the academy's 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 an academy culture and ethos that is utterly committed to learning and achievement.
- Support and work in collaboration with colleagues and other professionals 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 principal.



Person Specification: Head of Chemistry

Qualification Criteria

- Qualified to at least degree level in a related subject.
- At least B grade in Chemistry A Level or equivalent
- Qualified to teach and work in the UK.

Experience

- Experience in and a good understanding of Science GCSE and A-Level Chemistry
- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work
- Experience of improving the quality of teaching and learning
- Experience leading a team and/or working to support the significant success of others, including professional development and effective management of underperformance
- Experience of interpreting complex student data to drive lesson planning and student progress
- Mastery of and enthusiasm for Chemistry
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Knowledge

- Up to date knowledge in the curriculum area
- An understanding of what an outstanding education looks like in the classroom.

- An understanding of the strategies needed to establish consistently high expectations.

Behaviours

Leadership

- Effective team worker
- 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.
- Effective listening skills that lead to a strong understanding of others
- Commitment to the safeguarding and welfare of all pupils.

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Right to work in the UK
- Willingness to undertake training.
- This post is subject to an enhanced Disclosure & Barring Service check.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. 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.

For further information or to arrange a discussion, contact us at recruitment@arkjohnkeatsacademy.org.

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