



*Opportunity to join an 'Outstanding' all-through academy  
specialising in mathematics and citizenship.*

# **Lead of Post 16 Mathematics and STEM Lead**

## **Candidate Information Pack**

September 2024

Dear Candidate

We are looking to recruit a talented and inspiring teacher and leader who is committed to helping our students fulfil their potential for January 2025.

We are very proud of our reputation for academic excellence and the superb pastoral care our students receive. We now want your help to enable us to go beyond outstanding and achieve 'excellence for all'.

The maths department is well resourced and fully staffed. Maths is the most popular subject at 'A' level with approximately 4 groups in both year 12 and 13. Further maths is also a sought-after 4<sup>th</sup> 'A' level. Top performing Ark Academy students in Year 11 complete additional maths as a precursor to taking further maths.

The Academy has an excellent record of support for professional development.

To apply, follow the link at <https://arkacademy.org/vacancies> by **8:00am on Monday 30th September 2025**. For an informal, conversation about the role, please contact Laura Sach, Director of 6 Form on 020 8385 4370 or via email [l.sach@arkacademy.org](mailto:l.sach@arkacademy.org)

We wish you the best with your application.

**Delia Smith OBE**  
**Principal**



## Ark Academy

### The Principal

Delia Smith is the founding principal of Ark Academy. Previously she was the headteacher of St Angela's Ursuline School in Forest Gate for 16 years. She has also been a schools' inspector and was awarded an OBE for services to education.

### About Ark Academy

We are a non-selective school specialising in **mathematics** and **citizenship** that serves children of all abilities. Our commitment is to know every pupil as an individual, and to foster the principles of team spirit, responsibility and care for others. Our pupils enjoy both a nurturing environment and the social benefits of a small school and the range and resources of a large, well-equipped academy.

### Facilities

Our buildings were designed by award winning architects Studio E (who created the successful design for City of London Academy in Southwark) and are organised to support calm and ordered learning. Pupils have access to specialist indoor and outdoor sports facilities, excellent science and ICT facilities, music, Design and Technology, art and drama studios and a 150 sqm, well-stocked and up-to-date library as well as inviting and well-equipped classrooms.



### About ARK Schools

ARK Schools 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 Schools has no faith affiliations.

All the 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 38+ schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

## About the Sixth Form and Post 16 Mathematics

Our Sixth Form has approximately 300 students and we are a very popular post 16 provider. We regularly have many more applications for places than we are able to accept and currently there is a large waiting list.

Maths and other STEM subjects are highly regarded by students and there is strong competition for places on these courses. All maths and science students must have achieved grade 7 in maths/science as a minimum and further maths students a good pass in additional mathematics.

Students are required to sit a minimum of five supervised study periods in a week, but this can increase if subject targets are not being met. We look to develop earned autonomy in our students in preparation for life after sixth form.

We use Uplearn as an additional learning tool in maths and sciences and promote and track uptake as a key study objective.

- Maths currently has over 80 students in Years 12 and 13 with a team of approximately six 'A' level teachers.
- The KS5 lead is also responsible for co-ordinating one of the most popular extra-curricular club, 'Digits' that is ran weekly. The club regularly welcomes external speaks and encourages students to present on an area they are passionate about
- Physics usually has one group in Year 12 and 13 and we are looking for someone who can potentially teach some physics and lead a team of two teachers.
- We take part in the Imperial college mentoring scheme, with 30+ STEM students. This is a key link that the person appointed would oversee.
- We would also welcome a further expansion of post 16 STEM opportunities for relevant students.



## **Job Description:** **KS5 Lead Teacher of Mathematics**

**Reporting to:** Head of Mathematics

**Start date:** January 2025

**Salary:** AMPS + TLR1a

### **The Role**

To deliver leadership, teaching and learning of mathematics/further maths and therefore help students achieve excellent results and be a role-model/impact the academy more widely.

To design an engaging and challenging curriculum that inspires children to appreciate the subject and its application.

Develop STEM opportunities for students to enhance their destinations opportunities.

### **Key Responsibilities**

- To contribute to the effective working of the academy
- Build on the current maths curriculum to extend and develop for post 16 students.
- Maintain regular communication and collaboration with their Ark subject network.
- Model a nurturing and structured classroom and school environment that helps students to develop as learners.
- Model excellent student discipline and culture inside the classroom and across the whole academy.
- Contribute to the effective working of the academy.
- Be held accountable for all curriculum direction, teaching quality and student attainment in their subject area
- Contribute to the effective working of the Academy.

### **Outcomes and Activities**

#### **Subject Leadership**

- To create and develop challenging and innovative curriculum for the sixth form teachers.
- Through co-planning develop a consistent, rigorous approach to maths teaching in all post 16 classes.
- Use regular, measurable and significant assessments to monitor progress and set targets, including the three-week reviews.
- Ensure consistent feedback to students from all assessments.
- Ensure assessments are standardised and moderated.
- Ensure end of term year assessments are reported and discussed in relation to their TMGS.
- Analyse progress and attainment data to make data-driven changes to curriculum design, and student interventions.
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice.
- To develop motivating extra-curricular and enrichment offer including university links, trips and residential.

## **Teaching and Learning**

- Teach engaging and effective lessons that motivate, inspire and improve student 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 Students.
- Develop plans and processes for the classroom with measureable results and evaluate those results to make improvements in student achievement.
- Maintain regular and productive communication with Students, parents and carers, to report on progress, sanctions and rewards and all other communications.
- Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of Students is always maintained.
- Participate in preparing students 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 an academy 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 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 members of the SLT or Principal



## **Person Specification: KS5 Lead Teacher of Mathematics**

### **Qualification criteria**

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

### **Experience**

- Experience of raising attainment in a challenging classroom environments
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities

### **Knowledge**

- Up to date knowledge in the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour

### **Behaviours**

#### **Leadership**

- Effective team worker and leader
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and Student s
- Vision-aligned with Ark's high aspirations and high expectations of self and others
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all Student s

#### **Teaching and Learning**

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to Student s needs
- Understands and interprets complex Student data to drive lesson planning and Student attainment
- 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 Student s
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice

### **Other**

- Committed to equality of opportunity and the safeguarding and welfare of all Student s
- Willing to undertake training
- This post is subject to an enhanced Disclosure & Barring Service check.

# 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.*



# The DNA of Ark Academy

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.

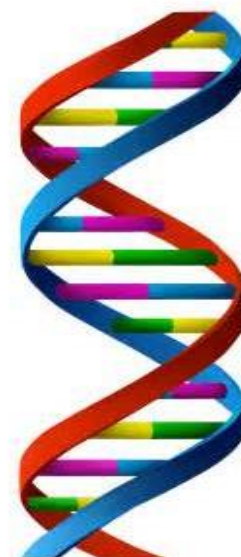


## 1. High Expectations

**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 by the age of 18 to go to 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. Pupils understand the opportunities Ark Academy offers them and that we will do whatever it takes to help students achieve their goals. High expectations and the drive for strong outcomes permeate the school. Pupils and teachers understand that qualifications are the key and we are unapologetic in our pursuit of this. Our teachers are relentless in their efforts and know that co-

planning, coaching and forensic assessment are key to the success of our students. We take every opportunity through our extended curriculum and community engagement to ensure that our students grow and develop as well rounded, passionate and curious citizens. We know that children need to think deeply and more broadly about the world around them. We commit to ensuring every child enjoys a range of experiences that develops their social capital and develop their knowledge and their development as citizens in a democratic society. We ensure this through a variety of opportunities and programmes including our strong careers and enrichment programmes. Additionally we develop the learning habits that underpin academic success. Our students learn to think rigorously and creatively, read analytically, organise themselves, manage extended projects, debate and present themselves with confidence.



## 2. Excellent Teaching

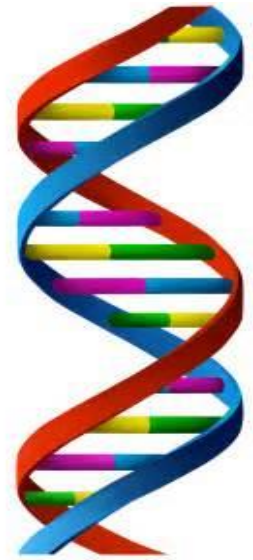
**Teaching and learning is the main thing. The promotion of high quality learning is at the heart of all our endeavours. We aim to inspire a future of passionate historians, mathematicians, scientists by delivering challenging and engaging lessons. Our teachers have excellent subject knowledge and are 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.**

Excellent teaching is underpinned by a clear view of pedagogy which promotes expert teaching. Through our lessons we **build student understanding** and work to ensure that knowledge is committed to the long term memory. Our teachers have a clear understanding of how the learning fits into the broader curriculum. We achieve this through curriculum planning which focuses on progression through the age-related curriculum. The concepts, knowledge and skills necessary to be successful are embedded at each stage so that students can successively access the curriculum as it becomes progressively more challenging.

We ensure consistency of provision and access to learning through our whole school commitment to co-planning. All lessons within a topic are delivered across the whole cohort. All teachers then adapt their plans to meet the learning needs of the class they are teaching but the key learning remains the same. We deliver our medium term plans through **Fertile Questions**. These knit together a sequence of lessons. The questions are thought provoking, challenging and holistic. We know this approach engages pupils and helps them see the links between concepts and knowledge.

### 3. Exemplary Behaviour and strong ethos based on Civitas

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.

All our students and staff know that Civitas is about being a better human being and developing young community leaders with a passion for social action. 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. Our reward system is based on the four core values of:

**civitas, excellence, persistence and participation.**

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

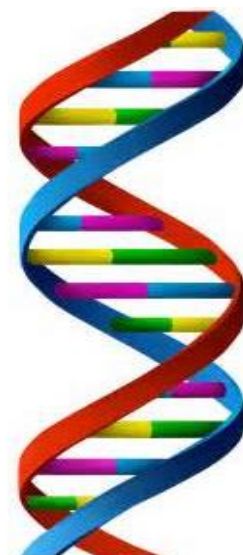
We prioritise depth for breadth. All pupils will secure firm foundation in English and mathematics and this underpins excellence in the other subjects. Our curriculum is rigorous and knowledge based which is reinforced by regular assessments that cumulatively build students' knowledge.

We offer a broad range of subjects from Early Years through to KS1, 2 and 3. At KS4 we offer academic pathways alongside a range of practical and creative subjects. In KS5 we offer academic pathways including a strength in enabling subjects at 'A' level as well as rigorous and challenging vocational pathways. All pathways and progression through the academy are based on

## **high quality careers and pathway support through, our whole school Ambitions Programme.**

Our curriculum is planned backwards in each subject with big ideas (**fertile questions**) underpinning each area of academic study and building year on year ensuring progressively harder concepts are mastered. More time for English and maths is identified where it is most needed to help pupils catch up.

Our assessments, three times a year, cumulatively test students learning over the year. Revision is built into the curriculum to support our students' progressive understanding of how to learn independently. We place great emphasis on our **review week** which takes place after each formal assessment. This enables us to re-teach key aspects and students to fix areas of misconception. This is a key component of our feedback strategy. Alongside high stakes testing, all departments implement a variety of formative assessment and quizzes to test and reinforce their learning and feedback into teaching.



## **5. Knowing Every Child**

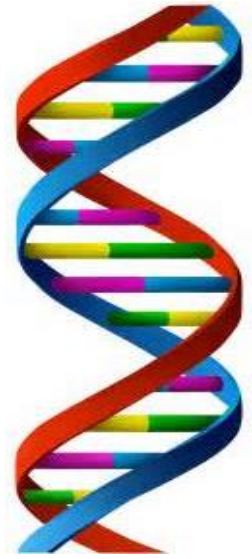
**Ark Academy values the diversity and inclusivity of our school. We know it is important that every pupil knows they are well known by their teachers, so that every individual can flourish. In Ark Academy we explicitly develop through our core values and our unifying motto, Civitas, the character and 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.**

Our pastoral teams and experienced support staff ensure that our pupils are known, understood and cared for. Our pastoral teams meet our parents three times a year and ensure they are aware of the progress and development of their child giving them the holistic view of their child's school life. We teach character education through our tutor and PSHE programme, reinforced by our assemblies. We support Civitas by the way we greet each other, talk to each other and take on responsibilities. Our positive approach in Ark Academy is supported by our rewards system based on our four core values, our tutor system and the house system.

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.

## 6. Always Learning in Ark Academy

**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.**



**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.

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.

Ark Academy learns its way forward, building in time for collective enquiry, reviewing evidence and continually striving for improvement. We evaluate our learning and support our staff to engage in evaluative, data-driven and strategic thinking related to their role. We also evaluate our learning at key assessment points, documented in **The Evaluation of Teaching and Learning (ETAL)**. This enables individual teachers, subjects/key stages and senior leaders to learn through analysis. We are committed to research and reviewing educational thinking as a learning community sharing articles and best practice through our weekly bulletin and blogs. We believe Ark Academy and Ark Schools provides an excellent talent pipeline. As staff prepare to take on or commence new leadership positions within Ark we support them through ongoing training, coaching others, delivering training and leading co-planning.

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.

## **ARK ACADEMY SIXTH FORM MISSION STATEMENT**

***Ark Academy Sixth Form offers the highest quality education to allow our students to pursue the university pathway and career of their choice with confidence in a changing and challenging global community. Learning is at our core, we offer a first class education with a drive towards academic excellence and a desire to create independent learners ready to face university life. We believe in extending and enriching our students, both academically and socially, developing young community leaders with a passion for social action. Our students will develop as role models for those who follow them, they themselves inspiring future year groups of Ark academy Sixth Form. We work tirelessly to ensure our students are world ready, armed with the relevant skills, experiences and achievements to make them stand out from the crowd on application for university and future careers of their choice.***

### **We will:**

- *Deliver a firstclass learning environment based on outstanding teaching and facilities*
- *Provide all students with every opportunity to extend themselves and their thinking of the world in which they live; building a portfolio that will allow them to progress into topflight universities*
- *Challenge students to do better than good and always accept that there is always room for improvement*
- *Develop our students as young leaders and role models to act as inspiration for younger members of our community*
- *Welcome, value and respect all who come to the school*
- *Hold true to our 4 core values and strive to display them in all that we do*
  - *Excellence*
  - *Participation*
  - *Persistence*



## ARK Safe Recruitment Procedure

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.

### Disclosures

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### Reference Checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information

### Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

## WHERE TO FIND US



**Wembley Park (Jubilee/Metropolitan Line)**



**Chiltern Railways**



**Buses: 206, 245, 297, 83, 182**

### By Car: A479

Postcode for satnav: HA9 9JP

A406 North Circular Road (15 minutes away)

**Ark Academy** Bridge Road London HA9 9JP

Tel: +44 (0)20 8385 4370

Email: [admin@arkacademy.org](mailto:admin@arkacademy.org)

Website: [www.arkacademy.org](http://www.arkacademy.org)



