



KING SOLOMON
ACADEMY



Principal
Information
Pack



Dear school leader,

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

Ark King Solomon Academy has consistently been one of the highest-performing non-selective schools in the country, serving a disadvantaged community with over half of our pupils on free school meals. As a genuine all-through school, with our pupils staying with us from nursery to sixth form, we have a unique opportunity to have a long-term and dramatic impact on our pupils' lives. Our mission is to provide a rigorous education that prepares our pupils for success at university and beyond, irrespective of their starting point. Our teachers and leaders do whatever it takes to make this a reality and ensure the highest possible outcomes for all pupils.

Last year, we were the highest performing non-denominational school in the country. In 2023, our Progress 8 of over +1.1 will ensure we remain in the top 1% of schools nationally for the fifth year running. At key stage 5, our outcomes remain equally strong with almost 60% of pupils achieving three B grades or higher and progress from GCSE that remains in the top 10% of the country. We have a strong track record of ensuring that pupils progress to a course of their choice. This year, 79% of pupils have secured a place at highly selective universities or apprenticeships. Our primary performance is equally strong at all levels with over 80% of pupils achieving a good level of development in Early Years and above national attainment for key stages 1 and 2 with 60% pupil premium.

Ark King Solomon Academy has a distinctive character and ethos. It has led and influenced our current approach to high expectations and has created an exceptional model of both extra curricula opportunities and unique curriculum characteristics. These include a string orchestra programme which allows every child to learn a string instrument to orchestra standard. These unique features and our academic success have meant we are a popular and an oversubscribed school.

As the new Principal, you will need to develop your own vision that still embodies our values and approaches, quickly build credibility with the senior leadership team and push the schools' priorities forward for further success. This is an ideal role for a successful and highly capable Vice Principal who is looking to step into their first headship or for a proven Head who is seeking a new challenge in a high-profile, all-through school.

King Solomon Academy is part of the Ark network, one of the country's most successful multi-academy trusts. The newly appointed Principal will have access to exceptional coaching and training opportunities, as well as the opportunity to collaborate with Principal colleagues across North London and our network. You will have my support, as your dedicated Regional Director, and the outgoing Principal will be in role until the end of summer 2024 to support a strong transition.

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 at Amit.Hathi@arkonline.org or our Head of Talent, Lexy di Marco, on alexia.dimarco@arkonline.org

We look forward to hearing from you.

Amit Hathi
Regional Director

The opportunity

We are looking for a Principal with rigour and a clear vision of what it takes to drive an excellent school. Ark King Solomon Academy has consistently been one of the highest performing non-selective schools in the country. Our pupils join at two, three and four years old and stay with us until they are 18. We opened in 2007 and are based across two sites in Marylebone, Westminster. The school is made up of a Younger Years site (including a purpose-built nursery with classes up to year 4) and an Older Years site (from Year 5 to Year 13) serving 1,300 pupils. At primary we have three forms of entry for our pupils who then stay with us all the way to Sixth Form.

We are seeking to appoint a Principal to lead our team of exceptionally committed staff who value each and every year of a child's education equally. If you are motivated to lead a school driven to redress the educational disadvantage in the UK, Ark King Solomon Academy is a unique opportunity.

You might be a first time Principal who brings a wealth of experience and impact as a Vice Principal and who is ambitious and keen to progress with the support of a successful MAT. Equally, you may be an experienced and successful school leader seeking a new challenge in a well-established all-through school.

As part of the Ark network of schools, you would join one of the most successful multi-academy trusts in the country. We are renowned for our approach to staff development at all levels, with high quality training provided at each stage of your career. Leaders within Ark 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 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:

- Be able to communicate their own vision for success at Ark King Solomon
- Be able to build on the current curriculum model at Ark King Solomon
- Believe and support Ark's pillars 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:** Regional Director
- 📅 **Start date:** September 2024 or earlier if possible
- 📍 **Location:** Marylebone, London
- 💷 **Salary:** Significant and generous salary, including potential relocation bonus
- 📄 **Contract:** Permanent, full-time
- 🗓️ **Closing date:** 9am, Monday 9 October 2023
- 🗨️ **School visits:** Thursday 28 September or when suitable for the candidate
- 🗨️ **Interviews:** Week commencing Monday 9 October

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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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 pupils
- 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 pupils 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 pupil
- Ability to use 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.

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 healthyminds@work
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 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.

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're open to new ideas and we learn from our mistakes as much as our successes





King Solomon Academy

Younger Years Site

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Older Years Site

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