



Ark Soane
Academy



Head of
Religion and
Philosophy

Opportunity for an exceptional candidate to lead our highly successful religion and philosophy department, shaping a new Ark secondary school in Ealing.

Ark Soane Academy is a new secondary school in Acton which opened in September 2021 to 180 year 7 students. We will continue to grow by 180 students each year until reaching full capacity in 2028.

Ark Soane Academy seeks to redefine what is possible in education: by insisting on the highest standards of behaviour; by delivering an immaculately planned and highly academic curriculum exceptionally well; and by providing our students with a compelling aspiration-raising ethos we seek to transform the future of students in a highly deprived community.

Behaviour at Soane is exemplary enabling you to deliver exceptional lessons. Soane students are a pleasure to teach and you can always expect a “thank you” as they leave the classroom. The curriculum ensures that teachers rarely plan alone: staff time is used where it is most valuable: working as a team to implement the curriculum for the students in our classrooms.

We are a community of professionals learning together who believe we can all become exemplary teachers. We promote a healthy work-life balance and we protect our teachers from extraneous demands on their time. We value the input of all of our staff and collaborate and consult to ensure the academy continues to improve as it expands.

We are recruiting an exceptional team of staff to support the growth of a genuinely transformational school. The successful candidate will lead a very strong religion and philosophy department and will ensure that religion and philosophy remains at the heart of the curriculum. The successful candidate will embed the school vision and support the development of an outstanding school that empowers our students to take responsibility and drive their own destinies.

The successful candidate will have the opportunity to grow with the school. They will be supported in their development and preparation for future roles. We develop every staff member that joins our team, providing one-to-one support, coaching and mentoring and access to extensive network training.

Ark Soane Academy is part of Ark, one of the UK’s most successful school groups, with a network of 37 schools in 4 locations across the country.

As a proud member of the network, we offer:

- Twice as many training days as standard
- Weekly staff training designed to meet the needs of the school
- Coaching for every teacher
- Protected co-planning time
- Access to high-quality, regular professional development
- Opportunities to collaborate with colleagues across the network.

📍 Location:	Acton, London – a five-minute walk from Acton Town tube station
📅 Contract:	Full-time hours, permanent contract
📅 Start date:	September 2023 – but an earlier start date may be considered
💷 Salary:	Ark MPS / UPS – plus TLR
📧 Interviews:	TBC
📧 Contact:	hr@arksoane.org

You will:

- Have an unwavering determination to deliver excellence for students from all starting points
- Share the Ark Soane beliefs, vision and mission and be aligned with the Ark six pillars underpinning it
- Be committed to Ark’s ethos of high expectations for every student in both academic achievement and personal development
- Be committed to continually improving classroom practice and raising attainment
- Manage behaviour effectively to create a positive, calm and purposeful climate for learning
- Have the drive, skills and resilient character required to help develop a new school
- Combine subject matter expertise with a passion for teaching your subject
- Be reflective about the Academy and committed to securing its continued development
- Value and support practices driving continued progress across the network of Ark schools

For more information about our school, please visit: www.arksoane.org. To arrange a confidential conversation with the Principal about a role in the school, please contact Swannie Ki (hr@arksoane.org) or phone 020 7430 8876.

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 which will include questions about safeguarding. 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.





Head of Religion and Philosophy Information Pack

Thank you for your interest in joining Ark Soane Academy. Our ambition is to provide an outstanding academic education for all our students to enable them to live happy and fulfilled lives and to be the drivers of their own destinies.

We opened to 180 students in September 2021. In September 2023 we will welcome our third cohort of students and will have settled into our brand new building. Joining Soane now is a unique opportunity to become part of a thriving, collaborative and growing team who all hold the highest expectations of student behaviour and effort and are all deeply committed to the success of our students and of the school.

We are looking for an exceptional religion and philosophy teacher who cares deeply about the students they teach and are prepared to hold students to account with strictness and warmth. You can look forward to joining a great working environment where students are bought in to the school's ethos and typically work with great enthusiasm, diligence and gratitude towards their teachers.

You can look forward to joining an exceptionally warm, collaborative and experienced department. You can expect the highest levels of dedication and commitment from your students and unwavering support from the religion and philosophy department and the school leadership team in securing this.

Our staff are committed subject experts and are given the capacity and the training to ensure that their curriculum delivers knowledge-rich mastery through effective planning and intellectual preparation. In religion and philosophy our curriculum is based on Ark's Curriculum ensuring that the department's time is used where it is most valuable: working as a team to implement the curriculum for the students in our classrooms.

We believe that every member of staff deserves to be developed, and routine coaching for all staff underpins student progress. If you join us you can look forward to being part of a team where your time and professionalism are highly valued and where your voice is welcomed in shaping the future direction of the school.

We are recruiting for September 2023 and will continue to recruit extensively as the school reaches its full size. To discuss this role, or future opportunities at Ark Soane, please contact Swannie Ki (hr@arksoane.org) or phone 020 7430 8876.





Job description

Duties and expectations of all teachers at Ark Soane Academy:

- Ensure that lessons are planned, resourced and delivered to the highest standard so that students make exceptional progress
- Deepen the scholarly nature of both the subject and the academy
- Lead a consistently orderly, calm and stimulating environment in all classes
- Lead additional departmental activities including contributing to workshops, running weekly enrichment activities, competitions, trips, open days, prep and other activities
- Lead the efficient running of the Department, including setting and marking examinations, assisting in moderation of coursework and undertaking administrative and other tasks as delegated by the Head of Department
- 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 CPD
- Develop habits of excellence in our students by implementing academy routines and explaining and emphasising our values in all we do

Key Responsibilities

Teaching

- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential
- Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly
- Plan and teach well-structured lessons which allow adequate time to embed new knowledge, understanding and skills and which are responsive to student misconceptions

- Nurture every student's intellectual curiosity, asking pertinent questions to deepen students' understanding
- Systematically check students' understanding and act to correct any misconceptions
- Provide students with feedback aimed at moving their learning forward
- Ensure that all students achieve at least at chronological age level and make significant and continuing progress at all levels

Curriculum and Assessment

- Participate in and contribute to effective collaborative planning for every year group, feeding your experience into improvements in the curriculum
- Contribute to the planning of assessments and subject specific revision, including preparing students for national examinations
- Review and reflect on each assessment, making intelligent use of data to identify underperformance, and plan appropriate support to address this
- Lead enrichment and participate in trips and visits to enhance the learning experience of all students

Ethos and Culture

- Contribute to the religion and philosophy department's behaviour management, implementing school systems consistently and in a kind and respectful manner
- Develop strong partnerships and ensure regular communication with parents
- Be active in issues of student welfare and support
- Complete duties around the school, modelling best practice for all staff

Development of the Ark Network

- Value and support practices driving continued progress across the network of Ark schools
- Participate actively throughout the network, by attending relevant meetings and network-wide training and assessment standardisation

Person specification

Qualification criteria

- Strong A Levels or equivalent
- Qualified to degree level and above — preferably in religion and philosophy or a closely related discipline
- Qualified to teach and work in the UK

Experience

- Mastery of and enthusiasm for religion and philosophy
- Knowledge of the national secondary education system, examinations and curriculum
- Excellent understanding of both subject and general teaching pedagogy
- Experience of reflecting on and improving teaching practice to increase student achievement
- Experience of interpreting student data to drive lesson planning and student progress
- Experience of raising attainment in a challenging environment
- Experience of leading successful enrichment which inspires and motivates learners
- Effective and systematic behaviour management

Personal Characteristics

- Genuine passion for and a belief in the potential of every student
- Vision aligned with Ark Soane's high aspirations and high expectations of self and others
- Effective team worker and leader
- Excellent interpersonal, planning and organisational skills
- Motivation to continually improve standards and achieve excellence
- Reflective practitioner, open to feedback and training to establish outstanding classroom practice
- Acts as a role model to staff and students
- Commitment to, and understanding of, professionalism in line with the National Teaching Standards

Other

- Can develop and maintain effective working relationships with parents and the wider community
- Ability to work collaboratively with partner stakeholders, agencies and peers in the Ark network
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced Disclosure and Barring Service disclosure

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