



Ark John Keats
Academy



Principal
Information
Pack

The role

Do you have the vision, passion and rigour to lead Ark John Keats Academy at this pivotal and exciting time in its development?

Ark John Keats Academy seeks an inspirational Principal. You will be a creative and tenacious leader with the vision to build on very strong foundations and to face future challenges. 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 is given the opportunity to succeed.

Ark John Keats Academy is a 3 to 18 all-through school in Enfield. It is a non-denominational, nonselective school, welcoming students of all backgrounds from the local community. The school opened its doors to our first two Reception classes in September 2013 and its first cohort of year 7 pupils joined us in September 2014. The Sixth Form opened in September 2019. The academy will reach full capacity in September 2020 with just under two thousand pupils. The academy was graded Outstanding in all areas by Ofsted in April 2015, is oversubscribed and achieved a progress 8 score of 0.76 with its founding cohort. It also has first class facilities having undergone an £18 million rebuilding and refurbishment programme that was completed in December 2015.

Ark John Keats Academy is part of the Ark network of schools, one of the largest and most successful multi-academy trusts in the country. Ark is renowned for its approach to staff development, with high quality training provided at every level for both teaching and non-teaching staff. Leaders within Ark benefit from being able to draw upon the resources and expertise 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. This year the Great Teacher Rubric has been launched. This tool is a driver for teacher development, and we believe all teachers, from novice to master, will benefit immensely from it. It is a hugely exciting time for anyone considering joining our network.

We are keen to hear from successful school leaders seeking a new challenge.

Ideal candidates will:

- Be fully aligned to the Ark Pillars
- Have a clear understanding of what makes a great school
- Possess the technical and behavioural traits to lead highly effective school
- Be able to demonstrate impact in key areas of provision in current or previous roles
- Be a great teacher themselves. As a leader of teaching we are looking for someone who really knows what great learning looks like in the classroom and how to achieve it
- Be network-minded and able to contribute meaningfully to our strategic development at both regional and network level

This is a rare opportunity to lead an exceptional school entering the next phase of its development.

The all through nature of the academy presents a significant scope to develop the pupils academically and personally. The successful candidate will have the full support of Ark to ensure Ark John Keats Academy makes a lasting contribution to its community, supporting local children to fulfil their ambitions. If you are interested in finding out more about this opportunity, please contact Jane Witheford, Executive Principal, at jane.witheford@arkonline.org

To apply, please [click here](#).

 Reports to:	Ark Regional Director
 Start date:	September 2020
 Location:	Bell Ln, Enfield EN3 5PA
 Salary:	Highly competitive package, negotiable according to experience
 Contract:	Permanent, full-time
 Closing date:	16 March 2020 at 10am
 First interview:	24 March 2020
 Final interview:	01 April 2020

Ark John Keats Academy 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 at the academy. The Principal will work with the senior team to establish outstanding teaching and learning and an excellent school culture.

Key responsibilities

- Leadership of the academy and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Implementation and coordination of the vision, ethos and strategy for the academy
- 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

- Recruit, train, motivate and mentor all staff
- Instill an ethos of high expectations for achievement and behaviour for all pupils
- Lead the development of the academy curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body
- Develop partnerships with other local schools and the local authority to ensure that the vision for regeneration in the area is realised.

Coordination of the overall strategy

- Oversee staffing allocation, including support staff, across the academy
- Coordinate cross-academy responsibilities among the senior leaders and staff
- Ensure robust operational systems are in place that support the academy's efficient functioning
- Working with the Finance and Resources team, oversee the academy 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 and the Chair of the Governing Body.





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

- Experience of school leadership

Behaviours

Leadership

- Effective management style that encourages participation, innovation and confidence
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Takes personal responsibility for their own actions
- Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction
- 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 pupils.

Vision and strategy

- Vision aligned with Ark's high aspirations and high expectations of self and others
- Clear vision and understanding of how to implement and sustain high quality education in an inner city school. This includes strategically leading all aspects of the academy, such as training, curriculum, learning, administration, finance and communication
- Clear vision and understanding of the strategies to establish consistently high standards of behaviour in an inner city school and commitment to relentlessly instilling these strategies
- Excellent organisational skills and ability to delegate
- Use of data to inform and diagnose weaknesses that need addressing
- Ability to work collaboratively with partner stakeholders, agencies and peers in the Ark network.

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.

Our ethos

Ark John Keats is a very proud member of the successful Ark network of schools and is also very much a unique school in its own right.

Our school is built on the belief that all pupils can make exceptional progress and we are committed to supporting our pupils to become confident, articulate, culturally aware young adults. Our curriculum is a mastery curriculum, planned backwards from university level study and designed to develop a framework of knowledge and understanding in each subject area that provides a solid foundation for further study.

We have a structured approach to developing self-discipline and character to support academic achievement, create thoughtful citizens and allow our pupils to make reflective choices over their personal lives. We ensure pupils develop wider interests and passions through an in-day enrichment programme with activities ranging from chess and coding to football and political art. We have the highest aspirations for our pupils and support them to explore their thinking about the future through university and workplace visits and through our Digest speaker programme, where visitors speak to pupils about their career choices and educational experiences.

Our teaching staff are experts in their subject areas and all staff at the academy share a commitment to the highest expectations. We dedicate a significant amount of time to staff development through weekly whole school CPD, collaborative curriculum planning time built into the timetable and weekly coaching for staff at all stages of their career.

We are committed to supporting our pupils to become confident, articulate, culturally aware young adults.



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 and maths, 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 *Mathematics Mastery*, and *English Mastery* which aim to improve attainment, enjoyment and confidence in maths and English. Their approach is based on tried and tested methods from around the world, and is endorsed by Ofsted. Mathematics Mastery partners with over 500 schools outside Ark, and English Mastery is working with more than 60 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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