

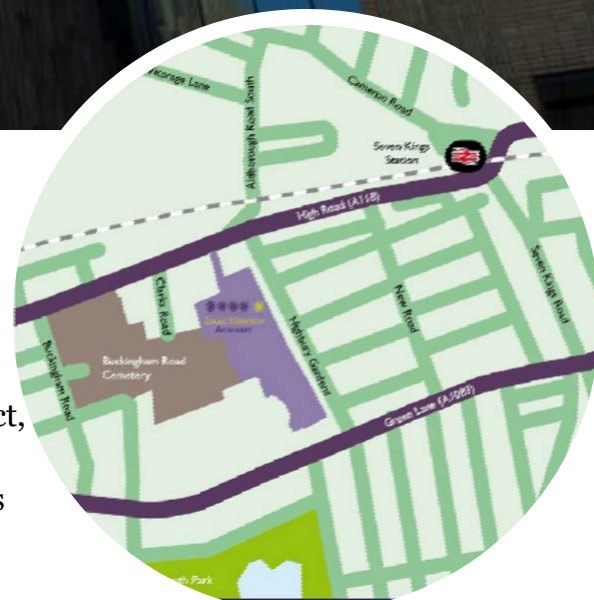
Ark Isaac Newton Academy

Deputy Head of English



About Isaac Newton Academy

INA is based in new buildings between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.



Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary school has grown year on year and we now have 1200 11-18 year olds (including 250 students in the Sixth Form). In September 2014, Isaac Newton Academy opened a three-form entry primary school in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group and, like the secondary school, it has grown a year group at a time. From September 2020, we now have children in Reception through to Year 6.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The new Academy will thus serve a critical, long term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.

Dear Candidate,

I am delighted to introduce you to Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision to 'equip every student with the knowledge, learning power and character necessary for success at university and beyond'. Commitment to our vision has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Isaac Newton Academy and will build on the successes already enjoyed by the school.

My vision for the community is to strive to ensure that the students and families we serve continue to receive excellent levels of care and academic support, whilst pushing new boundaries in pursuit of the ambitions I have for the academy and community. These ambitions will be fulfilled by each person in our community committing to our BRIDGES values, displaying a growth mindset and believing that our aspirational vision can be achieved by all. Ultimately, I want to help lead a legacy of pioneers who will positively change the world around them.

I wish you the best with your application.



Morgan Haines
Principal



Our Vision

We are proud to have an ambitious vision that aims to equip every student with the knowledge, learning power and character necessary for success at university and beyond.

To achieve our vision, we believe in strong foundations that are rooted in the following:

- A curriculum that is rich in knowledge and develops mastery in each subject discipline, as well as intentionally building character.
- Excellent teaching and learning at the core, where we afford significant time in developing our staff to be experts in their subject.
- Have the highest standards of professionalism and behaviour so that learning time is always maximised.
- Build relationships that ensure everyone feels safe and included to express themselves.
- Create an environment whereby discovering passion and purpose is intentionally cultivated.



Student centred approach

Our learning community is a vibrant learning community that places students at the heart of all that we do. We fundamentally believe that the most important aspect of academy life is to create a learning environment that cultivates a feeling of safety, which intentionally builds confident and happy learners. We know that everyone has the potential to grow their intelligence, improve performance and expand their learning power through hard work. Our student-centred approach is achieved through the following key things:

- A commitment to providing extensive pastoral support, whereby all students have a tutor, pastoral leader and a member of the senior leadership team responsible for their well-being and academic progress.
- A specialist inclusion and safeguarding team that ensures the right support and interventions are given to those students who need them most.
- Investment in external mental health provision.
- Dedicated curriculum time given to developing the character of our students through our BRIDGES curriculum.
- Ensuring student leadership and voice has an active and prominent role across the academy, which helps influence and make decisions about academy life.
- An environment that celebrates diversity and emphasises the importance of inclusion at all levels; whereby tolerance and mutual respect are key aspects of our community

BRIDGES at Isaac Newton Academy

At INA, we know that developing our students' character crucial to them living happy, fulfilling and successful lives. Our Bridges programme develops the following learning dispositions and characteristics:

"We build too many walls and not enough bridges"

Isaac Newton

CHARACTERISTIC

SHOWN THROUGH

BRAVERY

courage, creativity, leadership, experimentation, risk-taking, optimism

RESOURCEFULNESS

remembering, making connections, transferring, gathering, recycling,

scavenging, questioning, reasoning, imagining, imitating

INTEGRITY

fairness, humanity, justice, citizenship, honesty, humility

DISCOVERY

curiosity, open-mindedness, enthusiasm, energy, noticing

GRIT

patience, persistence, resilience, determination, managing distractions, perseverance, concentration

EMOTIONAL INTELLIGENCE

listening, empathy, collaboration, sociability, reflectiveness, imagining, understanding, openness

SELF-DISCIPLINE

organisation, hard-work, patience, absorption, practicing, focus, prioritising, planning, prudence, revising, self-regulation, independence, motivation



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 the department

English at INA is a successful and vibrant subject area. Our English curriculum is engaging, purposeful and will enable our students to succeed in their secondary education so that they can pursue higher education and/or any career path of their choice. We are committed to ensuring our English curriculum and assessment model encourages students to become confident life-long learners who are creative and curious thinkers capable of expressing themselves in a coherent, articulate, and technically accurate manner. We prioritise depth of understanding; our aim is to support students to understand how language works as well as to develop a critical appreciation of a range of literary and non-fiction texts which explores the universality of the human condition across the ages. Above all though, we endeavour to instil a love of literature, a love of language and a love of learning.

Our outcomes at KS4 have been exceptionally strong, and we are working hard to ensure our KS5 outcomes are equally transformational for our students. This is an exciting time to join the department as we have recently instituted the English Mastery curriculum for Y7-Y9. English Mastery's mission is to transform the way the subject of English is taught in UK classrooms. The bedrock of this approach is the belief that students should have the opportunity to study the knowledge, concepts and stories that have shaped the world.

As a Deputy Head of English within Ark, you will be part of the English Network which provides many opportunities to work with colleagues across Ark to develop excellent practice. This subject network operates within a true spirit of collegiality that supports all English teams to continuously work to better the provision on offer to our students and strive to be the best.



Job Description – Deputy Head of English

Reports to: Head of English
Start date: January 2022
Location: Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY
Salary: Ark MPS/UPS (£30,663- £47,600) plus 2b (£4,784) to TLR 2c (£7,017 pa)/ depending on experience
Closing Date: Monday 17th October at 09:00am

The Role – key responsibilities

- To teach and model the delivery of outstanding lessons that motivate and inspire students, equipping them with the knowledge of the English Language and literary texts to achieve at the highest levels
- To strategically lead English at a Key Stage (role and responsibility for this to be discussed dependent on experience and areas of expertise); ensuring that there is sufficient forward planning and that the schemes of learning and resources meet INA's requirements
- To lead on the design, development and review of English schemes of learning and resources, ensuring that there is sufficient challenge and that deep questions are explicitly built into schemes of learning and lesson plans
- To set up routines and systems to ensure that students organise and formally record their learning to aid revision
- To maintain expert knowledge of T & L in English, keeping abreast of the latest research and publications, attending courses and disseminating great practice to members of the department
- To monitor and evaluate teaching and learning within a Key Stage of English by conducting regular learning walks, book looks and lesson observations
- To support or coach less experienced members of the team to develop great teaching practice
- To research, amend and administer appropriate assessments as directed within the remit of the role
- To track and monitor data at the performance of defined groups of students or Key Stages in English, identifying students requiring additional support and managing interventions. To ensure that the fortnightly tests are used to drive students' progress
- To support the Head of Department in the development of literacy in English and across the Academy
- To support the Head of Department to ensure that book weeks, poetry days, subject-related competitions, trips and visits take place regularly
- To support and lead weekly Curriculum Development Time meetings for the English department

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, as appropriate, delivering network-wide training and initiatives

Other

- To be the Performance Developer for a number of teachers within the department and review probation targets for teachers as required
- To support the Head of English with the effective induction of new staff to the department
- To support the Head of Department with monitoring and evaluation of the teaching and learning within English by conducting regular learning walks, book looks and lesson observations
- To deputise for the Head of Department with day-to-day issues such as behaviour incidents / cover work
- To act as a tutor
- To meet the expectations of all INA staff as laid out in the Staff Code of Conduct & Ways of Working Policy
- To uphold all Academy policies with consistency and diligence
- To undertake any other professional duties as set down in the Ark Schools pay and conditions of service document, and as directed by the Principal.

Person Specification: Deputy Head of English

Qualification criteria

- Qualified to at least degree level
- Qualified to teach in the UK
- Qualified to work in the UK

Knowledge

- In-depth knowledge of the English National Curriculum and KS4 GCSE specifications (AQA)
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.
- Experience of line managing colleagues desirable
- Experience of successfully teaching GCSE and/or A Level English Literature.

Skills, Behaviours and Qualities

- Passion for the subject
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice

- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team
- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure
- High levels of honesty and integrity
- A sense of humour and desire to have fun.

Other

- This post is subject to an enhanced Criminal Records Bureau disclosure.
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

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.