



Ark Charter  
Academy



Principal/  
Executive  
Principal  
Information Pack

# The role

Charter 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. We are currently implementing the Great Teacher Rubric (GTR) in every school across the network. We have spent a number of years developing the GTR as a driver for teacher development and we believe all teachers, from novice to master, will benefit immensely from the tool. The network has also developed world class curricula through its English and Maths Mastery programmes and we are expanding our mastery approach into other subjects. It is a hugely exciting time for anyone considering joining our network.

Since joining the Ark network in 2009, Charter's results have improved significantly and the quality of provision has enabled pupils to leave the academy far better prepared for the future. The academy's most recent Ofsted inspection judged its overall effectiveness to be good. Whilst the academy has had a dip in performance over the last twelve months, we believe there are very strong foundations on which to build and enable the school to deliver consistently strong outcomes. The school's buildings are modern and fit-for-purpose and a new building is being added as the school moves from four to six forms of entry. The school is oversubscribed and it has a dedicated and ambitious team of staff. Ark is hugely committed to the school and will invest whatever is necessary to ensure our pupils in Portsmouth are provided with a standard of education that is the match for the best nationally. We are seeking a high quality Principal or Executive Principal to help us achieve our ambitions for Charter. We will consider candidates with relatively limited SLT experience but with high potential seeking their first Principal role. We are equally keen to hear from experienced and successful school leaders seeking a new challenge or an Executive Principal role.

## Ideal candidates will:

- Be fully aligned to the six Ark Pillars
- Have a clear understanding of what makes a great school
- Be honest, kind, passionate, committed and resilient
- Possess the technical and behavioural traits to establish a highly successful school
- Be able to demonstrate impact in key areas of provision and outcomes in current or previous roles
- Be excited by, and committed to, supporting practices that will drive great progress in the Ark Portsmouth region
- Be network-minded and be able to contribute meaningfully to our strategic development at both regional and network level

With the support of the whole Ark network, this is a rare opportunity to play a crucial role in transforming education in an area of high deprivation and make a lasting difference. If you are interested in finding out more about this opportunity, please contact the Regional Director, Jerry Collins, on 07961445916.

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

	<b>Reports to:</b>	<b>Ark Regional Director</b>
	<b>Start date:</b>	<b>January 2020, Easter 2020 or September 2020</b>
	<b>Location:</b>	<b>Portsmouth</b>
	<b>Salary:</b>	<b>Highly competitive and negotiable depending on experience</b>
	<b>Closing date:</b>	<b>10am Wednesday 9 October 2019</b>
	<b>First interview:</b>	<b>Monday 14 October</b>
	<b>Final interview:</b>	<b>Friday 18 October</b>

*If successful, you 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 Role

The Principal or Executive Principal is responsible for providing an excellent education for all pupils at the academy. The Principal or Executive 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 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
- Be an active member of the Regional Leadership Team and contribute to the overall direction of the Ark network

## Outcomes and Activities

### Personal Leadership and Coaching

- Instil an ethos and culture of high expectations in every aspect of academy life
- Set out the academy vision in clear and effective planning documents. Communicate this effectively to Ark, stakeholders and potential staff recruits
- Recruit and train highly effective staff
- Codify all aspects of the academy's provision so there is a lasting legacy of embedded high quality practice in all areas
- Maintain strong working relationships with the community, external 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 the 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

- Share codified practice and successful innovation with others in the network
- Undertake activities within the region or network for the equivalent of half a day a week. The nature and location of the work will depend on the Principal's expertise, experience, location of the school and network needs. It will usually involve work on a strategic priority, direct support to another school or participating in or leading a network/regional working group
- 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

- Successful experience of school leadership at senior level

### Behaviours

#### Leadership and management

- A leadership style that enables high performance
- Ability to lead, coach and motivate staff
- Ability to effectively address underperformance
- Ability to develop a pipeline of high quality leaders
- Ability to plan and organise effectively to ensure not only great outcomes but that they are achieved in a way that is manageable and sustainable for all members of staff, including the Principal
- Ability to systematically implement key activities and codify practice
- Strong interpersonal, written and oral communication skills
- Resilience and motivation to lead the academy through day-to-day challenges whilst maintaining a clear strategic vision and direction
- Commitment to the safeguarding and welfare of all pupils

### Vision and Strategy

- Vision-aligned with Ark's Six Pillars
- Ability to strategically lead on all aspects of the academy such as curriculum and assessment, teaching, behaviour, personal development, pathways and enrichment, administration, finance and communication
- Ability to secure outcomes in line with the very best schools nationally
- Excellent organisational skills and ability to delegate
- Ability to use data and evaluative outcomes to rapidly improve outcomes and practice
- Ability to work collaboratively with stakeholders, agencies and peers in the region and wider Ark network

### 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.*

# Ark's Six Pillars

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## 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.



Ark Charter  
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**Ark Charter Academy**  
Hyde Park Road  
Portsmouth  
PO5 4HL  
☎ 023 9282 4204  
🌐 [charteracademy.org.uk](http://charteracademy.org.uk)