



**Ark Acton
Academy**

Appointment to the post of Lead Practitioner of Maths

Information for Applicants

March 2021

Dear Applicant,

Thank you for taking the time to find out more about Ark Acton Academy. This pack is intended to give you information about the role of the Lead Practitioner in Maths, together with details of the Academy's vision and ethos and our aspirations.

Ark Acton Academy is on an incredible improvement journey and we are sowing the seeds of greatness for our local community. However, there is still much to do and we are looking for someone with a deep passion for curriculum thinking who can help drive us forwards. You will share our firm belief in the importance of disciplinary curriculum thinking and you will want to join a school that invests in its staff.

At Ark Acton we have stripped away anything we feel gets in the way of being a great teacher so that we can focus on the main thing. This includes:

- Feedback policies that sit at department level
- No graded lesson observations
- No report writing
- No parent's evenings
- Only 2 data points a year
- No ½ termly data metrics to track progress
- Protected Department meeting time built into the timetable.
- Weekly co-planning time built into teacher loadings to provide dedicated time to discuss and improve curriculum thinking and teacher effectiveness.

We are heavily committed to staff welfare and development and this includes:

- weekly staff training
- Coaching for every teacher
- Access to the best professional development from Ark and Ambition Institute
- free use of our leisure centre
- access to the school counsellor

We place the curriculum – what we teach – at the heart of the academy and it informs all decisions we make. We are looking for someone who shares our belief in disciplinary thinking and who will help improve and refine our curriculum thinking.

In the words of Alex Standish we believe that *“school subjects then are a way of inducting children into the intellectual habits of humankind, and hence into a disciplinary conversation about knowing our world”* and we are looking for someone who shares this belief to join our team.

I look forward to receiving your application and welcoming you to our Academy.

Yours sincerely,

Oli Knight

Lead Practitioner – Maths – Job description

Job Title: Lead Practitioner

Reports to: Director of Maths

Responsible for: Developing the Maths department into a team of expert teachers and working across the academy supporting and developing staff.

Salary: Ark Lead Practitioner Scale (Inner London)

Line management of: In discussion with Director of Maths.

Start date: September 2021

Disclosure level: Enhanced

Roles included: Classroom teacher, Curriculum Lead, Form tutor.

JOB PURPOSE

1. To provide expertise to help us deliver on our promise to our young people that *regardless of your background or prior education, Ark Acton will enable you to stand shoulder to shoulder with a child from a private school and compete for the same university place or job.* The only way to change an unequal society is to provide our students with the currency they need to compete. It will be our student's children who will then draw maximum benefit from this. Currently variability at classroom level does not allow this dream to become a reality.
2. To help lead and promote high quality teaching and learning across the whole school and support Heads of Department to improve the effectiveness of their teams. As a Lead Practitioner in Ark Acton Academy, you will be instrumental in our mission to provide every student, regardless of their background, a great education and real choices in life. This role will involve whole-academy work and will be instrumental in ensuring every student at Ark Acton receives the education they deserve.
3. We are looking at introducing a Maths scholarship scheme. Not as a form of admissions selection (of which it will not be) but as a way of identifying & delivering intensive maths experiences to a small group of students each year who want to immerse themselves in the subject. We have a strong Maths tradition in the academy and want more students to go on to read Maths at top universities. We recognize this requires time and investment from the school.

Objectives:

1. Oversight of teacher development and training within the Maths Department in areas of pedagogical and subject knowledge development.
2. To work with Heads of Department outside their subject to help them develop a team of highly effective teachers.
3. To help with succession planning by mentoring and developing less experienced colleagues.
4. Be a visible and proactive presence around the School, promoting positive behaviour and thus ensuring the smooth day to day running of the school.
5. Support staff in achieving the highest standard of teaching, attainment, progress and behaviour amongst all pupils at Ark Acton.
6. To develop and maintain a national-level presence for the School with regard to teacher knowledge and development alongside the VP Teacher effectiveness.
7. To commit to continuous personal professional development

8. To epitomise the vision and values of Ark Acton and at all times adhere to the staff code of conduct and professional expectations.

Leadership of Staff and School

1. Inspire and enthuse colleagues by personal example, for example by acting as a role model, maintaining a positive outlook, and demonstrating sympathetic and focused support.
2. Manage the performance of staff as set out in the school's Appraisal policy.
3. Coach staff to ensure the highest standards of provision across all departments.
4. Joint construction and analysis for the Maths Department ETAL
5. Adhere, at all times, to the expectations of teachers at Ark Acton Academy, as outlined in the final page of this document.
6. Undertake other leadership responsibilities or duties commensurate with the post, as directed by the Principal.

Epitomise Ark Acton Vision and Values

1. Demonstrate consistently high expectations of all pupils and a commitment to raising their achievement and social and emotional wellbeing.
2. Demonstrate that background or prior attainment are not determining factors in a young person's success.
3. Promote the positive values, attitudes and behaviour expected from all pupils by treating them with respect and consideration.
4. Develop strong and positive relationships with pupils and parents/ carers.
5. Implement all school policies, including the School's behaviour policy.
6. Model the ethos and vision of the school at all times.
7. Communicate promptly and sensitively with parents, carers and other relevant bodies where necessary.
8. Contribute to the school's liaison, marketing and pupil recruitment activities, e.g. the collection of material for press releases.
9. Lead the development of effective subject links with partner schools and the community, including attendance where necessary at liaison events in partner schools.
10. Establish and maintain effective working relationships with colleagues, including support staff.
11. Be familiar and comply with the School's Health and Safety policies.

No job description can be fully comprehensive, and from time to time you may have to undertake other professional duties as directed by the Principal.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified to at least degree level in the subject being taught. • Qualified to teach in the UK. • Qualified to work in the UK. • QTS. 	<ul style="list-style-type: none"> • Further professional qualifications. • Experience of teaching A Level in this subject.
Experience	<ul style="list-style-type: none"> • Ability to deliver consistently outstanding sequences of lessons in this subject to pupils of all ages and abilities. • Proven record of significantly raising achievement with all groups of pupils across the age and ability range and of helping them achieve impressive examination outcomes. • Proven commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop. 	<ul style="list-style-type: none"> • Experience of having worked successfully in at least one school in an urban, multi-cultural setting, teaching pupils from backgrounds of socio-economic disadvantage. • Successful experience of working particularly with EAL or SEND pupils.
Knowledge	<ul style="list-style-type: none"> • Thorough knowledge of the requirements of the National Curriculum in the subject. • Deep interest in curriculum thinking. • An understanding of the ways that cognitive science can improve teacher effectiveness. • Awareness and clear articulation of the pitfalls of 'curriculum hoop-jumping.' • An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards in an urban school setting, and a commitment to relentlessly implementing these strategies. • Knowledge & experience of Safeguarding & Child Protection issues. 	<ul style="list-style-type: none"> • Thorough knowledge of Key Stage 4 and Key Stage 5 specifications in the subject. • Actively informed of developments in your subject area, and of broader pedagogic developments at local, national and international levels.
Skills	<ul style="list-style-type: none"> • Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with children, staff and parents. • The ability to develop positive relationships with all young people. • Well-developed planning & organising skills including time management, prioritisation, delegation and administration. 	<ul style="list-style-type: none"> • An ability and willingness to teach across more than one subject. • A proven ability to use data confidently and forensically to inform and diagnose weaknesses that need addressing, and ability to plan effectively in order to raise individuals' and cohorts' attainment. • Competent user of ICT.

	Essential	Desirable
	<ul style="list-style-type: none"> • Sound judgement and problem-solving skills. 	
Motivation	<ul style="list-style-type: none"> • Willing to be fully engaged in the whole life of the school including extracurricular activities. • Willing to be a form tutor. • Committed to team work and working collaboratively with colleagues. • A commitment to the safeguarding and welfare of all pupils. 	<ul style="list-style-type: none"> • Experience of leading successful enrichment and extracurricular activities, which inspire and motivate learners.
Attributes	<ul style="list-style-type: none"> • A clear passion for your subject. • The ability to enthuse and inspire others. • Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction. • Confidence and self-motivation to work well and be decisive under pressure. • A high level of honesty and integrity. • Personal stamina & energy including a good record of attendance and health. • A firm and constant belief in the unlimited potential of every pupil and a commitment to inclusive educational provision. 	<ul style="list-style-type: none"> • An entrepreneurial attitude.

- This post is subject to an enhanced DBS disclosure.
- The post holder must be committed to safeguarding the welfare of children.