



Ark



ISAAC NEWTON
ACADEMY

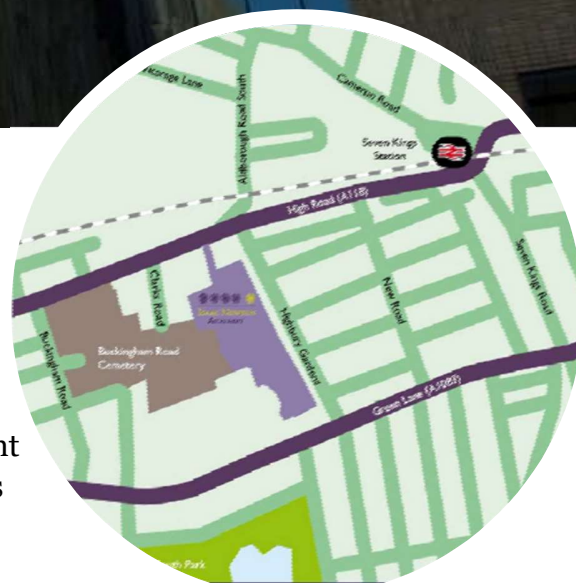
Isaac Newton
Academy

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, Our Mission and Core Purpose

At Isaac Newton Academy our core purpose (mission) is to equip students with the knowledge, learning power and character necessary for success at university and beyond.

We:

- Set clear, ambitious goals, and rigorously monitor our progress in achieving them
- Offer a curriculum emphasising core academic subjects, while providing the facilities and the specialist staff to meet and stimulate a wider range of interests
- Employ an approach to teaching that instils knowledge, understanding and a desire to learn
- Ensure that all students, teachers, staff and parents commit fully to making Isaac Newton Academy a vibrant learning community.

We expect all staff to be aligned to the mission, core purpose, vision and ethos of the Academy.

Our Ethos

We strive to create a stimulating, challenging and rewarding environment in which to support learning, teaching, development and progress. We share a collective duty of care for resources, facilities and accommodation.

At Isaac Newton Academy everyone is a learner with needs and entitlements. We all have a responsibility to support everyone else in the school community with their learning and a role to play in encouraging ambition, hope and optimism in our fellow learners.

We model good learning habits and we discuss and reflect on our learning journeys. Everyone is expected to work hard and with a common sense of purpose and direction.

The ethos of Isaac Newton Academy is one of mutual respect and consideration. Interactions between members of staff, between students and between staff and students are based on trust and the highest regard for each other. The language we use and the way in which we communicate with each other reflect this. The authority of staff is acknowledged and respected.

The differing backgrounds, views and outlooks of members of the school community are honoured. The particular needs, talents, interests and contributions of students are nurtured and developed.

Core Purpose

- To demonstrate belief in the potential of all students to develop the skills and character necessary for a place at a top university and success in life.
- To embrace shared accountability for the achievements of the students and the performance of the Academy. This will require hard work.
- To uphold all school policies and follow all agreed procedures with consistency and care.
- To maintain zero tolerance of any form of student behaviour that runs counter to the Academy's stated aims and objectives: for example, disrespect, rudeness, bullying, dangerous/anti-social/loud behaviour, failure to bring basic equipment or complete independent learning tasks, possession of banned items, lateness.



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 38 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 will be implementing English Mastery in Y7 from September. 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. This is also the year that our founding primary cohort will transition into Y7. This provides huge opportunities for the development of our all through curriculum.

As a 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 – Head of English

Reports to: Assistant/Vice Principal
Start date: September 2021
Location: Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY
Salary: L1-10 on Ark scale, dependent on experience
Closing Date: 9am, Thursday 25th March 2021

The Role – key responsibilities

- To lead and manage the subject area
- To be accountable for student progress and attainment levels within the subject area
- To ensure that strategies are in place to maximise levels of attainment in English and of literacy for all students
- To take responsibility for the development of literacy and reading across the whole Academy
- To develop and enhance the practice of other members of staff in the subject area
- To contribute to the strategic leadership of the Academy, developing, implementing and evaluating systems, policies and procedures
- To actively promote the Academy and liaise with outside agencies as necessary, representing the Academy or ARK as appropriate
- To maintain a presence around the school to ensure that the highest standards of behaviour and site-usage are upheld
- To contribute to discussions and decisions at Extended Leadership Team meetings
- To communicate and liaise with staff, students, parents, governors and members of the local community as appropriate
- To be active in issues of staff and student welfare and support
- To maintain a teaching timetable, modelling outstanding practice in terms of classroom teaching, preparation, marking and assessment
- To demonstrate a commitment to Equality of Opportunity for all members of the Academy's community

Curriculum, Teaching and Assessment

- To work closely with the Ark network to develop and implement an engaging and challenging English curriculum that enables all students to achieve at the highest level and enjoy the subject.
- To teach and model the delivery of outstanding lessons that motivate and inspire students, equipping them with the knowledge and skills needed to achieve at the highest levels
- To review and develop the curriculum, involving subject staff and students
- To keep up to date with national developments in the subject area at each key stage and teaching practice and pedagogy

- To set, oversee and evaluate regular, relevant and diagnostic assessments for students ensuring that they are carried out consistently by all subject staff and standardised /moderated thoroughly
- To ensure that all student data is understood, interpreted and utilised by all subject staff to modify planning and personalise support
- To ensure that a range of enrichment and extension activities are offered to and taken up by students to enhance their literacy skills, confidence in and love of the subject and attainment levels
- To ensure that book weeks, poetry days, subject-related competitions, trips and visits take place regularly
- To work closely with the Librarian to promote reading and the use of the Library
- To ensure that statutory requirements are met
- To ensure that all subject staff are marking, assessing and providing feedback in line with best practice and Academy policy at all times
- To lead impactful co-planning meetings

Monitoring and Evaluation

- To monitor the effectiveness of teaching and learning within the subject area, through regular lesson observations, learning walks, book looks and other data collection methods
- To regularly and forensically review the attainment and progress of all students, groups and subgroups with subject staff and plan, implement and oversee support and interventions
- To produce reports as required on student attainment and progress
- To liaise with all appropriate personnel regarding support for student progress, including SENCO, SLT and parents/carers
- To ensure that all Academy policies are implemented consistently by subject staff

Strategic Leadership

- To define the vision for English at INA, in line with the wider school vision
- To produce an annual Team Improvement Plan and monitor and evaluate its delivery and impact
- To plan the deployment and development of staff expertise to achieve subject Team Improvement Plan objectives
- To lead the development of whole school literacy

Staff Development

- To support the development and training of subject staff (teaching and operational), ensuring that their CPD needs are met, and all staff in terms of literacy development across the Academy
- To establish a structure for mentoring, coaching and line managing staff in the subject area, including NQTs and trainees as appropriate

- To act as Performance Manager for members of the subject area, carrying out PM reviews in line with the Academy's policy and setting challenging and appropriate targets
- To support other members of the team in discharging their PM duties and to monitor the effectiveness of PM arrangements within the subject team
- To participate in the recruitment process for members of the subject team
- To ensure effective induction of new staff in line with Academy procedures
- To promote teamwork and to motivate staff to ensure effective relations
- To be responsible for the deployment of staff and the day to day management of subject colleagues, acting as a positive role model
- To support and challenge team members, including in circumstances when they are underperforming
- To organise effective team meetings with relevant agendas centered on teaching and learning and raising attainment

Resources

- To effectively manage and deploy teaching and operational staff in the subject area
- To effectively manage the subject area's budget in order to progress agreed team and Academy priorities, maximize attainment and ensure value for money
- To effectively manage physical resources, stock and subject accommodation in order to maximise attainment levels and maintain an environment conducive to learning
- To ensure that risk assessments and health and safety checks are carried out in line with Academy policy

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 act as a co-tutor and BRIDGES mentor
- To meet the expectations of all INA staff as laid out in the Staff Expectations 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: 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 and up to date knowledge of the English curriculum developments, and understanding of the KS4 and 5 specification requirements

Experience

- Experience of having worked successfully in at least one school in an urban, multi-cultural setting, teaching students from backgrounds of socio-economic disadvantage
- Experience of delivering consistently outstanding lessons to students of all ages and abilities
- Experience of implementing behaviour management strategies consistently and effectively
- Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Learning
- Experience of having contributed to policy formulation, implementation, evaluation and review

Skills, Behaviours and Qualities

- Vision aligned with Ark and the academy's high aspirations and high expectations of self and others
- An understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour in an urban school setting and commitment to relentlessly implementing these strategies
- The ability to create a united, committed and highly effective staff subject team
- A confident and forensic use of data to inform and diagnose weaknesses that need addressing and ability to effectively action plan to raise individuals' and cohorts' attainment
- An understanding of what outstanding teaching practice looks like and how to diagnose and implement effective strategies to raise learning standards
- A passion for the subject
- An effective leadership and management style that encourages participation, innovation and develops colleagues' confidence
- The ability to work in close harmony with all staff

- The ability to lead, coach and motivate staff within a performance management framework, providing professional development and effectively challenging and managing any underperformance
- The ability to develop the leadership skills of others as well as to learn from others
- The ability to enthuse and inspire others
- Excellent listening skills
- Strong interpersonal, written and oral communication skills
- Strong organisational and time-management skills and the ability to delegate appropriately
- Passion, resilience and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- The ability to skillfully manage and maintain effective working relationships with parents, governors, community members and other stakeholders
- The ability to consistently deliver outstanding lessons
- A commitment to the safeguarding and welfare of all students
- The ability to develop positive relationships with all young people
- The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop
- Confidence and self-motivation
- The ability to work well under pressure
- The ability to be decisive
- High levels of honesty and integrity

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.