



# Ark Isaac Newton Academy

SENCo

Ark



## 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 Ark 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 **'Together, we build a kind, safe and inclusive environment that instills the knowledge and character necessary to reach transformational destinations'**. 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 Ark 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, especially highlighted with our amazing year 6, 11 and 13 academic outcomes in 2022 and 2023.

Our academy aims to be a 'home from home' for both staff and students. My belief is all students deserve a great school and staff a great place to work. Therefore, we are very clear with the culture that we wish to cultivate for our community. Central to this is being a mission led organisation, which is at the heart of everything we do and outlines our ambition, that goes beyond ensuring our students have excellent academic outcomes. Ultimately, working for Ark Isaac Newton Academy is about being part of something unique where aspirations for all people are incredibly high. We certainly want like-minded people to join our organisation and live our mission each day, every day: ***Striving together to be pioneers whose legacy makes a positive difference for our world.***

I wish you the best with your application.



Morgan Haines  
Principal



## Our Mission

Striving together to be pioneers whose legacy makes a positive difference for our world.

## Our vision

Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations.

## Our Values & Beliefs

- **Integrity** – We are true to our values, doing what we say; we always do the right thing, even when it's hard and nobody is watching.
- **Kindness** – We always support each other, show genuine care and consider the feelings of others in all our actions and words.
- **Professionalism** - We model pride and positivity in all that we do; we are always respectful and take responsibility for our actions.
- **Growth mindset** – We work hard; we are resilient in adversity and unafraid of failure, always embracing our mistakes and celebrating our growth.
- **Excellence** – We are highly ambitious, doing the best in all we do to become the greatest version of ourselves.
- **Community** – We are unified, valuing relationships that create an environment where everybody is accepted and belongs.



## 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.

All Ark Schools prioritise six key principles:

- High expectations
- Excellent teaching
- More time for learning
- Knowing every student
- Exemplary behaviour
- Depth before breadth

## 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.

## Job Description – SENCO

Reports to: Vice Principal - Inclusion  
Responsible for: Teaching Assistants, Intervention Staff and SEND administrator  
Start date: September 2024  
Location: Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY  
Salary: Competitive/Leadership scale (depending on experience)  
Closing Date: 5pm, Friday 26<sup>th</sup> April 2024

To lead, develop and support effective practice for pupils with particular learning needs to ensure their learning needs are addressed in the most effective way and, where appropriate, they are able to make rapid progress in line with the academy's expectations. This role is to work with students within our secondary academy only. The successful candidate will liaise with our Primary academy SENCo on a regular basis to ensure consistency as part of our all through academy.

### *The Role*

- To oversee the SEND provision for our students within the secondary academy
- To ensure the delivery of an appropriate, comprehensive, high quality and cost-effective SEND provision for the Secondary Academy which compliments the Academy Improvement Plan and is in line with the SEND Code of Practice (2014).
- To embed Quality First Teaching across the Secondary Academy.
- To work with the Academy Leadership team ensuring an ethos of Inclusion within the Academy and a culture of high aspirations for students with SEND.
- To ensure that the provision of SEND support is in accordance with the aims of the Academy and the curricular policies as determined by the Governing Body and Principal of the Academy.
- To be responsible for the Secondary Academy SEND Offer, ensuring high quality targeted interventions enabling students with SEND to make rapid progress.
- To be responsible for analysing the progress of students with SEND, using a wide range of Academy data relating to progress, attainment, behaviour and attendance.
- To evaluate SEND practice in line with agreed academy procedures.
- To work alongside the Primary SENCo as part of our all through academy

### *Key responsibilities*

- To work with the Academy Leadership Team, Pastoral Leaders, Heads of Department and Lead Practitioners to ensure that Quality First Teaching Strategies are embedded in teaching and learning across the Secondary Academy; and to monitor, evaluate and review the quality of teaching and learning across the Secondary Academy, with regard to SEND students.
- To be responsible for the accurate identification of SEND need across the Secondary Academy, ensuring a rigorous and thorough assessment process.
- To monitor the academic progress of students with SEND within the Secondary Academy, ensuring expected progress and the provision of targeted interventions as appropriate.
- To organise and co-ordinate multi-agency meetings (e.g. Education, Health & Care Plan (EHCP) annual reviews) and to monitor, evaluate and review agreed strategies and targets for improvement via student support plans/profiles.

- To work in partnership with staff, parents, students and partner agencies in order to ensure that relevant stakeholders are fully involved in the planning and evaluation of student progress, intervention plans and profiles.
- To be responsible for the day-to-day management, control and operation of SEND provision within the Secondary Academy, including effective deployment of staff and physical resources.
- To ensure the maintenance of accurate and up-to-date records in both electronic and hard copy formats and ensure that SEND documentation is stored securely and in line with Academy procedures.

### **Development**

- To undertake appropriate SEND training and qualifications as required.
- To engage with the Ark SEND Network and attend meetings, training and network sessions as required.
- To work with other Academy leaders to develop and implement a programme of SEND and Inclusion CPD.
- To keep up to date with national developments in SEND including practice and methodology, and to actively monitor and respond to development and initiatives at national, regional and local levels.
- To undertake Performance Management Review(s) and to act as reviewer for a group of staff within the area.

### **Communications**

- To ensure effective, clear and consistent communication/consultation with relevant stakeholders.
- To ensure that all staff are familiar with the SEND Code of Practice and the Academy ethos, visions and values in regards to SEND provision.
- To attend all appropriate meetings.
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, and liaison events with partner schools.

### **Teaching and Learning**

- To plan, resource and deliver imaginative, interactive, and inspiring lessons that ensure that effective learning takes place and students make excellent progress
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in their own classes.
- With direction from the Head of Department, to plan and prepare effective teaching modules and lessons



- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of AfL strategies
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements
- To promote reading and teach literacy skills

### 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 meet the expectations of all INA staff as laid out in the Code of Conduct and 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.

*This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.*

### Qualification Criteria

- Qualified to degree level and beyond
- Qualified to teach in the UK
- Qualified to work in the UK
- A desire to complete the National Award for Special Educational Needs Coordinators (unless already completed or a SENCO since before 2009).

### Knowledge, Skills and Experience

- Experience in teaching and supporting students with SEND at Middle Leadership level
- 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 having delivered consistently outstanding lessons to students of all ages and achievement levels
- Experience of having directly impacted on the raising of attainment levels in a subject area or phase
- Experience of having significantly contributed to the success of a school through its leadership, ethos and teaching and learning
- Experience of having contributed to policy formulation, implementation, evaluation and review
- Experience of having implemented and sustained effective behaviour management strategies.
- Experience of having led and managed a team of people
- Experience of having worked to support the significant success of others
- Ability to use data to inform decision making and diagnose weaknesses that need addressing

### Leadership

- Ability to work in close harmony with other senior leaders
- Ability to keep up to date with national developments and pedagogical advances
- Effective management style that encourages participation, innovation and confidence
- Ability to lead and motivate staff within a performance management framework, including professional development and effective management of underperformance
- The ability to coach, mentor and support staff to work to the best of their ability
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Able to take 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
- Commitment to the safeguarding and welfare of all students.
- Highly organised and able to delegate
- Reflective and proactive in seeking feedback to constantly improve practice

### **Vision and strategy**

- Vision aligned with Ark's high aspirations and high expectations of self and others, and with the ethos of Isaac Newton Academy
- Clear understanding of the strategies to establish and maintain a strong culture and ethos amongst staff and students
- Use of data to inform and diagnose weaknesses that need addressing.
- Understands what outstanding teaching practice looks like, how to diagnose and implement effective strategies to raise learning standards.

### **Leading External Relationships**

- Can skilfully manage and maintain effective working relationships with parents and other stakeholders.
- Develop effective partnerships and liaison with key stakeholders

### **Other**

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS 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.*