Ark Evelyn Grace Academy

# Principal Information Pack

# Dear school leader,

Ark Evelyn Grace Academy is a mixed secondary school serving pupils aged 11-16 years in the heart of Brixton. Our aim is for Ark Evelyn Grace Academy to be an excellent school, grounded in outstanding teaching, exemplary behaviour and rich opportunities beyond the classroom.

As Ark Evelyn Grace Academy enters this next stage of its development, we are seeking to appoint a Principal with strong leadership experience. Ark Evelyn Grace is a small school with 478 students and strong foundations for growth. This scale of opportunity offers great scope to influence and bring about rapid improvement.

Our school values of self-discipline, endeavour and excellence are at the heart of our work at Ark Evelyn Grace Academy. We are immensely proud of our students and their conduct and character. There are foundations in place for the new Principal to drive and embed excellent academic outcomes.

Ark Evelyn Grace is part of the Ark network, one of the country's most successful multi-academy trusts. The newly appointed Principal will have access to exceptional coaching and training opportunities, as well as the opportunity to collaborate with Principal colleagues across South London and our network. You will have the support of me, as your dedicated Regional Director, and Matt Jones OBE as Executive Principal, to ensure that Ark Evelyn Grace is rooted in excellence.

If you are a high potential school leader with the commitment and passion to improve outcomes, we are keen to hear from you. Equally, this is also an ideal opportunity for an existing Head and proven senior leader who is actively looking for a new challenge in a school with great potential.

We warmly welcome confidential conversations about the role and visits to our school.
If you are interested in finding out more about this opportunity, please contact me at Sian.Maddrell@arkonline.org.

Kind regards,
**Siân Maddrell**
**Ark Regional Director**

# The opportunity

Ark Evelyn Grace Academy seeks to appoint a Principal to lead the school in its next stage of improvement. You will be a rigorous and motivated leader who is ambitious for the school. You will believe in the power of education to transform lives and have the desire and skills to improve teaching and learning.

The academy recently achieved a disappointing RI Ofsted, but Behaviour, Attitudes and Personal Development were judged as Good. We are proud to offer a wide range of enrichment activities, from boxing and debating to exploring feminism or the Black Lives Matter movement, through which every student is enabled to develop their personal interests. In addition, our students have access to excellent sporting facilities including a running track, an AstroTurf, a sports hall and a dance studio.

We believe there are strong foundations on which to build to ensure that the school delivers consistently strong outcomes. The appointed Principal will work collaboratively with the Regional Director and Executive Principal to ensure that an effective improvement plan is in place which prioritises rapid and sustainable change.

This is a great opportunity for a first time Principal who brings a breadth of experience and impact as a Vice Principal, and who is ambitious and keen to progress with the support of a successful MAT. We are equally keen to hear from an experienced and successful Head seeking a new challenge.

As part of the Ark network of schools, you would join one of the most successful multi-academy trusts in the country. We are renowned for our approach to staff development at all levels, with high quality training provided at each stage of your career. Leaders within Ark benefit from being able to draw upon the resources, expertise and support of the network. They also have the opportunity to work collaboratively with other school leaders and to feed into the development of excellent practice beyond their own school. Ark has developed a number of successful programmes and tools to support the cultivation of excellence including world class curricula through its English and Maths Mastery programmes in addition to the Great Teacher Rubric.

## Ideal candidates will:

- Believe in Ark's pillars and values
- Have a track record of devising and delivering highly effective education for the students they serve
- Be committed to working in partnership with governors, parents, the school community and Ark to deliver strong outcomes for pupils
- Act with integrity and build effective, trusting relationships with colleagues and students
- Be network-minded and able to contribute meaningfully to our strategic development at both regional and network level.

**To apply, please click here.**

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| **Reports to:** | **Regional Director** |
| **Start date:** | **September 2023 or sooner if possible** |
| **Location:** | **255 Shakespeare Road, Lambeth, London, SE24 0QN** |
| **Salary:** | **Significant and generous salary, including potential relocation bonus** |
| **Contract:** | **Permanent, full-time** |
| **Closing date:** | **Monday 20 March, 9am** |
| **Visits and interviews:** | **Visits on Tuesday 7 March 2023 or as suitable. Interviews to be arranged as suitable** |

*Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment — this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this link.*

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# Job description

The Principal is responsible for providing an outstanding education for all pupils. They will work with the staff to establish outstanding teaching and learning and an excellent, nurturing school culture.

## Key responsibilities

- Leadership of the school and its staff to consistently deliver high quality education to all pupils
- Implementation and coordination of the vision, ethos and strategy for the school
- Leadership of effective external relationships, including the local community and other stakeholders
- Contribution to the overall direction of the Ark network.

## Outcomes and activities

**Personal leadership and coaching**

- Lead and inspire all the senior leaders to ensure excellent leadership and management throughout the school
- Oversee recruitment, training, motivation and mentoring of all staff
- Instil an ethos of high expectations for achievement and behaviour for all pupils
- Lead the development of the curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body.

**Coordination of the overall strategy**

- Oversee staffing allocation and strategic staff development
- Ensure robust operational systems are in place that support the school's efficient functioning
- Work with the Finance and Operations team, oversee the finance, facilities, catering, and resources across the school.

**Development of the Ark network**

- Collaborate with others in the network to develop good practice and share innovation
- Help shape or lead education initiatives across the Ark network
- Undertake any other responsibilities as directed by the Regional Director.

# Person specification

## Qualification criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK.

## Experience

- Successful experience in secondary school leadership, as a Vice Principal or Principal.

## Leadership behaviours

**Teaching and learning**

- Ability to lead outstanding teaching and learning
- Ability to lead effective and systematic behaviour management with clear boundaries, sanctions, rewards and praise.

**Vision and strategy**

- Has a vision aligned with the school's high \ aspirations and high expectations of self and others
- Has a clear understanding of strategies to establish a consistently nurturing culture with high standards of behaviour and commitment to relentlessly maintaining these standards.

**Leadership**

- Strong understanding of outstanding provision in all facets of education across a school
- Successful experience of implementing key aspects of this provision
- Ability to set high standards and lead and motivate colleagues and pupils in meeting these standards
- Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction
- Strong organisational skills and the ability to delegate
- Genuine passion and a belief in the potential of every pupil
- Ability to use data to inform and diagnose weaknesses that need addressing
- Commitment to the safeguarding and welfare of all pupils.

**Leading external relationships**

- Ability to skilfully lead and manage good working relationships with parents, governors and other stakeholders.

**Personal characteristics**

- Highly approachable, very grounded and makes sensible judgments
- Relishes accountability and takes personal responsibility for their own actions
- Excellent critical thinking skills; has intellectual curiosity and rigour
- Able to build trust and mutual respect between pupils, families and staff
- Strong interpersonal, written and oral communication skills.

**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.*

# Benefits & Rewards with Ark

As an Ark Principal, we will offer you:

1. A carefully designed and supportive **Principal Induction** plan to ensure you have everything you need to start your new role confidently and smoothly

2. An **Ark Coach**, where desired, who has undertaken our CPQP coaching training

3. **Ark network training days** – we have ten days in total across the year for you to receive training as well as train your staff – twice the usual amount of days offered

4. **Principals' Residentials** which offer time to network, seek and provide collegiate advice, training, support and socialising

5. **Principal training** – in addition to NPQH training (if you do not hold the qualification). We also offer CPQP coaching training and other unique sessions such as Media Training designed to give you all the tools you need to thrive in your new role

6. **Support from experienced external professionals** such as psychotherapists from healthyminds@work

7. **Influence particular Network-wide issues** through our Network Groups and Principals Lead meetings

8. **Career development opportunities** – being part of a group of schools means that there is always room to grow and new opportunities to explore; 100% of our Executive Principals are homegrown from our Principals

9. **On-hand expertise** from our dedicated Central education and operations teams who are ready to support you and your school

10. **Regional Schools Leadership Team** – all Principals are part of a Regional SLT which works collaboratively on Regional and Network priorities

# Ark's Six Pillars

## 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, maths and other key subjects, 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 *Ark Curriculum Plus* which aims to improve attainment, enjoyment and confidence in key subjects. Their approach is based on tried and tested methods from around the world, and is endorsed by Ofsted. Ark Curriculum Plus has over 1000 Mastery programmes being used across the country in Mathematics, English, Science, History and Geography across primary and secondary 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 Values

## AIM HIGH

We have high expectations of ourselves and of each other

## BE BRAVE

We take on challenges and are prepared to say and do difficult things if that's what's needed

## BE KIND

We care about what we do and how we work with each other

## KEEP LEARNING

We're open to new ideas and we learn from our mistakes as much as our successes

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