



Ark Alexandra Academy

Teacher of General Subjects (Internal Alternative Provision)

Reporting to:	Internal Alternative Provision
Location:	Ark Alexandra Academy, Hastings, East Sussex
Contract:	Permanent
Working Pattern:	Full or Part-Time
Start date:	January 2024
Closing date:	09.00am, Tuesday 05 December 2023
Salary:	Ark Outside London Main/Upper Pay Scales: £30,570 to £48,390 (pro rata if part-time)

Ark Alexandra

Joining our school team is an excellent opportunity for a proactive person who wants to make a lasting difference to the communities they serve.

Ark Alexandra is a two-campus secondary academy with a Sixth Form provision in Hastings, East Sussex. As a Church of England school, our values of faith, excellence and kindness underpin our ethos, culture and behaviour. We have an inclusive admissions policy that welcomes, without preference, students of all faith and none. We believe that everyone deserves to be accepted, included, and empowered to live a purposeful and fulfilling life.

We are excited to welcome applicants for this rare opportunity to join a successful Science department at our dynamic school in Hastings.

Our vision is to provide all members of our community with the opportunities to engage with 'life in all its fullness' (John 10:10). This will be achieved through the highest quality of education that a truly great school will provide. We are committed to striving for excellence and inspiring our students to fulfil their potential. Our faith underpins our aim for all students to have the widest possible life choices. By knowing every student, demonstrating kindness, we will inspire every member of Ark Alexandra to have a positive impact on the community around them.

How is Ark Alexandra different?

- We are part of the Ark family of schools and benefit accordingly from outstanding networking and career opportunities and first-class CPD.
- Staff wellbeing is one of our main priorities. We have an 8am - 5.30pm/weekend work-related communication curfew to ensure our staff can maintain a work/life balance.

- We do not do knee jerk reactions, fads or last-minute deadlines. Our systems and processes for communication, marking and feedback and assessment are streamlined and the approaches we take are research led and based on the needs of our local context.
- Behaviour for learning is always a high priority so our teachers can focus their time on the things that matter – planning and delivering brilliant lessons for our students.
- We offer a wide range of enrichment opportunities for our students that have excellent attendance and feedback.
- Our curriculum is traditional and academic, and we do not take shortcuts to boost our position in school league tables.
- We put high-quality teaching at the heart of what we do. Live coaching and current best practice in the field of education is central to our approach.
- There is the opportunity to steer your own career. There is a range of professional development opportunities available should you be seeking to further your career beyond classroom teaching.
- As we are part of the large Ark network, this means that we work collaboratively with other schools to build a curriculum suitable for all students and bespoke to our context.
- Salaries higher than the national pay scales.
- Twice as many training days as standard with network-wide events with Ark colleagues.
- Unique opportunities for growth and development working across a split site – the largest secondary with a 6th form in the Ark network.
- We offer health benefits such as a subsidised gym membership, Healthcare Cashplan, Cycle to Work scheme and Employee Assistance Programme or if you prefer retail therapy, staff discounts (online and in-store) via instant vouchers or reloadable gift cards from the Ark Rewards scheme.

If you are ready to add further value to our dedicated, hard-working Compass centre and to work alongside a diverse school leadership team, then you will find this job extremely rewarding.

Alignment with the school's vision, values and approach to education is essential.

The Role and the Department

We are looking for an enthusiastic General subjects teacher, with an interest in PE and OAA whether newly qualified or experienced and we will aim to work to the strengths of the successful candidate. You will be primarily attached to a single class, with either a KS3 or KS4 focus, although you will be expected to deliver to all learners at times.

The successful candidate will be able to communicate effectively with students of all abilities, be proactive, have excellent communication skills and be experienced in establishing successful learning relationships with young people and adults.

The successful candidate will be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background. A

passionate practitioner, with the ability to deliver high-quality, rigorous lessons that drive achievement and inspire a love of learning that extends beyond the classroom.

Our Compass centre is an Internal Alternative Provision catering to our learners with Social, Emotional and Mental Health needs. We will be delivering a core curriculum to both KS3 and KS4 students, including vocational and creative subjects, physical education and outdoor adventurous activities. We work to the Ark Alexandra seven-year curriculum supported by subject specialist teachers in English, Maths and Science. We also deliver intensive social skills interventions and other appropriate small group and 1 to 1 interventions. Our purpose is to fit our students not only for the next destination in their academic careers but also for life.

About Ark Schools

Ark is a network of non-selective schools and run 39 academies in London, Birmingham, Hastings and Portsmouth educating more than 28,500 students.

Ark's aim is to create outstanding schools that give every student, regardless of their background, the opportunity to go to university or pursue the career of their choice.

To arrange an informal conversation about the role or an informal visit, please contact our HR department on ALEHR@arkalexandra.org

To find out more about Ark Alexandra, please visit our website via www.arkalexandra.org or for further information about Ark Schools please read the attachment – Why join an Ark school?

Closing Date: Tuesday 05 December 2023 at 9.00am.

Ark value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to an enhanced Disclosure and Barring Service check and any other relevant employment checks.

Job Description: Teacher

Reporting to:	Head of Internal Alternative Provision
Location:	Ark Alexandra Academy
Contract:	Permanent
Working Pattern:	Full-time
Salary:	Ark Main Scale/Upper Pay Scale, £30,570 - £48,390

The Role

You will be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background. A passionate practitioner, you will deliver high-quality, rigorous lessons that drive achievement and inspire a love of learning that extends beyond the classroom.

Key Responsibilities

- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential, and in doing so meet their progress and attainment targets
- Teach high quality lessons so that all students achieve their targets
- Plan and teach well-structured, differentiated lessons that are aligned to the agreed curriculum and cultivate every student's intellectual curiosity
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families in order to promote progress and outcomes with a specific focus on intervention for vulnerable groups including PP, EAL, SEND students
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Work with colleagues, students and families to develop a strong school community

Professional Development

- Take responsibility for your own professional development and demonstrate a commitment to continuous professional development by undertaking, and seeking out, opportunities to build your capabilities as a teacher
- Maintain an up-to-date expert knowledge of your subject area, related teaching pedagogy and relevant aspects of the National Curriculum, exam board requirements and other statutory provisions, including developments and reforms in broader education policy

- Ensure you understand your professional responsibilities in relation to school policies and practices
- Evaluate your own teaching critically and use this to improve your effectiveness
- Engage, positively, with the Academy's performance-management system

Non-Subject Responsibilities

- Demonstrate consistently high expectations of all students and a commitment to raising their achievement and social and emotional well-being
- Promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- Develop strong and positive relationships with students
- Implement all school policies, including the school's behaviour policy
- Contribute to the design and delivery of the school's enrichment curriculum
- Model the ethos and vision of the school at all times
- Communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- Establish and maintain effective working relationships with all colleagues
- Be familiar with and comply with the School's Health and Safety policies
- Be responsible for the health & safety of students when they are authorised to be on school premises and when engaged in authorised activities elsewhere
- Ensure compliance with Ark's data protection rules and procedures
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required

Compass Team Responsibilities

- Maintain a holistic overview of the academic and pastoral progress of your class, including monitoring their wellbeing, academic attainment and progress
- Develop strong, trusted, relationships with your class to act as their mentor.
- Implement the Academy's attendance, rewards, sanctions, behaviour and monitoring policies
- Monitor the safeguarding and welfare of your class
- Ensure relevant staff are aware of any issues with your class as required
- Proactively engage parents of your class and endeavour to build positive home-school relationships. Act as the primary point of contact for parents of class

- Model the ethos and vision of the school

Other

- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark's data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- Support with other school activities and enrichment, when required.

Notes

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which he or she has been employed. It provides the school with the opportunity to monitor and review the performance of new staff in relation to various areas, and also in terms of their commitment to safeguarding and relationships with students.

No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Headteacher/Senior Leadership Team/Line Manager.

Person Specification: Teacher

Qualification Criteria

- Qualified to teach and work in the UK
- Degree in any related subject, with a preference towards physical or outdoors education

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Excellent understanding of subject and general teaching pedagogy, and an ability to teach core subjects with specialist curriculum support
- Be or demonstrate the potential to become a specialist in SEN, SEMH and alternative provision teaching
- Be or demonstrate the potential to become an outstanding teacher
- Be or demonstrate the potential to become an outstanding coach
- Mastery of and enthusiasm for your subject specialism
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum
- Actively research your subject area and in the areas of alternative provision and special education needs in order that you remain up to date with recent initiatives and developments

Behaviours

- Genuine passion for and a belief in the potential of every student
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and you understand how and when to take appropriate action
- Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background
- Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

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 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](#).