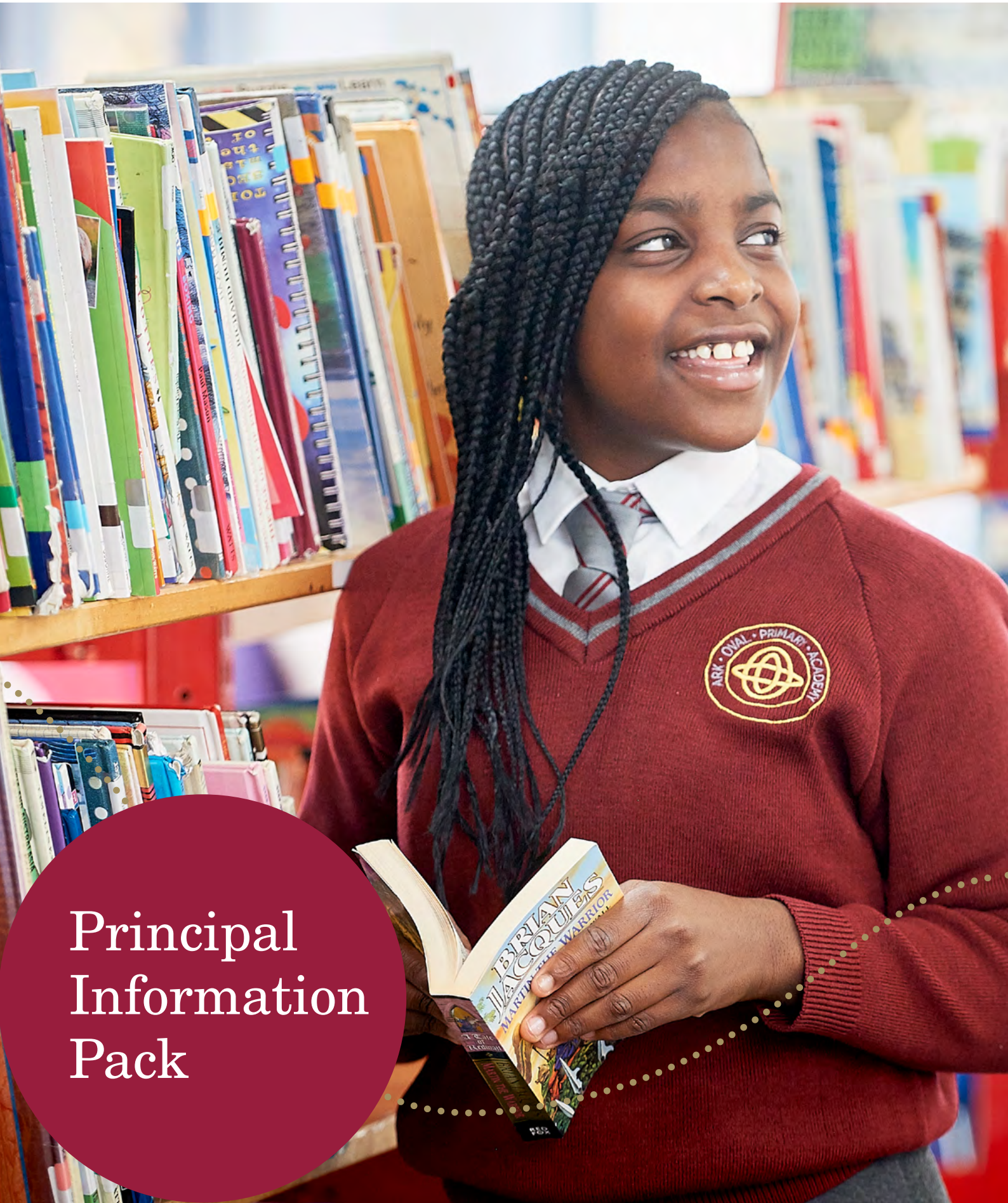




Ark Oval Primary Academy



Principal
Information
Pack



Dear school leader,

Thank you for your interest in the role of Principal at Ark Oval Primary Academy.

Ark Oval Primary Academy is a popular three-form entry community primary school located in the heart of east Croydon. We are proud of our diverse and inclusive school community, and are fortunate to have a loyal and committed staff body. Our pupil outcomes are also positive and in 2024, 12% of our pupils met the greater depth standard in reading, writing and maths (RWM), putting them in the top 14% nationally.

Our current Principal is leaving at the end of the academic year, and we are now looking for a Principal to lead Ark Oval Primary Academy and build on these positive foundations of; strong pupil numbers, a dedicated and loyal staff body, and positive pupil outcomes.

The new leader will enter a well-established school with much to be proud of, but with still much more to do. This is a fantastic opportunity for an existing headteacher seeking a new challenge in a large three-form entry primary, who would thrive in a collaborative network of schools.

Ark Oval is part of the Ark network, one of the country's most successful multi-academy trusts. All staff at Ark are part of a network of education experts who are united by the same purpose – a commitment to making a difference where it matters most. The newly appointed Principal will have access to exceptional coaching and training opportunities, as well as the opportunity to collaborate with principal colleagues across London and our wider network. You will also have my support, as your dedicated Regional Director.

We warmly welcome and encourage confidential conversations about the role and visits to our school for suitable candidates. If you are interested in finding out more about this opportunity, please contact me on Kate.Magliocco@arkonline.org or our Head of Talent, Lexy di Marco, on Alexia.DiMarco@arkonline.org

Kind regards,

Kate Magliocco
Regional Director

The opportunity

Ark Oval Primary Academy is a vibrant and diverse school serving the local community in east Croydon. We are a large three-form entry primary school with over 30% of our pupils on free school meals. As a school community, we are committed to giving our children the very best start in life and through our motto “striving for excellence” we aim to ensure all pupils maximise their full potential.

Our most recent Ofsted report in 2020 was positive and highlighted that “pupils are happy, enjoy coming to school and are proud of their school.” We’re committed to ensuring pupils play an active part in their school community and are fully engaged, responsible, sensitive and reflective citizens.

We are proud of our pupil outcomes and have much to celebrate. In 2024, 12% of our pupils met the greater depth standard in reading, writing and maths, putting them in the top 14% nationally and 10% of our pupil premium children achieved greater depth which put them in the top 13% nationally.









We are now looking for a highly capable and inspiring headteacher to lead Ark Oval through the next chapter in its history. This is a great opportunity for an existing principal of a smaller school who brings a breadth of experience and impact, and who is ambitious and keen to progress with the support of a successful MAT. This is an exciting role for a head who is seeking a new challenge and the opportunity to drive change beyond their own school.

Leaders within Ark Schools 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 also 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 and support Ark’s principles 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](#).

-  **Reports to:** Regional Director
-  **Start date:** September 2025 or sooner if possible
-  **Location:** Cherry Orchard Road, Croydon, CR0 6BA
-  **Salary:** Significant and generous salary, including potential relocation allowance
-  **Contract:** Permanent, full-time
-  **Closing date:** 9am, Friday 28 March
-  **School visits:** To be arranged as suitable for the candidate
-  **Interviews:** Week commencing Monday 31 March or to be arranged as suitable for the candidate

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 excellent education for all students. They will work with the staff to establish high-quality 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 students
- 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 students
- 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 primary school leadership, as a senior Vice Principal or Principal
- Experience of having led, or significantly contributed to the success of a school through its leadership, ethos, teaching and results
- Experience of significantly raising the attainment of students in the classes you have taught.

Leadership behaviours

Teaching and learning

- Ability to lead excellent 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 for 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 excellent provision in all facets of education across a primary school
- Successful experience of implementing key aspects of this provision
- Ability to set high standards and lead and motivate colleagues and students 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 belief in the potential of every student
- Ability to use data to inform and diagnose weaknesses that need addressing
- Commitment to the safeguarding and welfare of all students.

Leading external relationships

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

Personal characteristics

- Highly approachable, 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 students, 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 Healthy Minds
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



HIGH EXPECTATIONS



EXCELLENT TEACHING



KNOWING EVERY CHILD



DEPTH FOR BREADTH



EXEMPLARY BEHAVIOUR



ALWAYS LEARNING

1. High Expectations

We believe that every child can achieve great things. 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 prioritise teacher development, supporting them with training and progression so that they can deliver excellent teaching.

3. Knowing Every Child

Every child knows, and is known well by, the adults in the school. We also involve families in all aspects of school life.

4. Depth for Breadth

We prioritise mastery in every subject so students' learning is deep across the curriculum range.

5. Exemplary Behaviour

Our schools are characterised by a respectful environment, where teachers can focus on teaching and pupils can focus on learning.

6. Always Learning

Learning is at the heart of what we do and what we invest in – for all. Our teachers are professionally curious and our children have access to a rich academic curriculum and a diverse range of experiences.

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



Positive Action & Inclusive Recruitment at Ark

We aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective. Find out more about our commitment to [diversity and inclusion](#).

We particularly encourage applications from Black, Asian and ethnic minority candidates as they are currently underrepresented among our senior leadership teams. This is important to Ark as we aim to be more representative of our local communities.

We strive to make applying to and working for Ark as inclusive as possible and have a variety of systems in place to ensure that our approach is fair and open.





Ark Oval Primary Academy

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☎ 0208 688 3000

✉ office@arkovalprimary.org

🌐 arkovalprimary.org

🐦 @ArkOvalPrimary