



Opportunity to join an 'Outstanding' all-through academy specialising in mathematics and citizenship.

Science Teacher with Leadership Responsibility

Candidate Information Pack



March 2025

Dear Candidate

Thank you for taking the time to find out more about Ark Academy. This pack is intended to give you information about the role of Science Teacher with leadership responsibilities, together with details of the Academy's vision, ethos and aspirations.

This is for a promoted role within the Science Department and so we are looking to recruit an experienced, talented and inspiring teacher who is committed to helping our students fulfil their potential. We are open to discussing the exact role and title with potential candidates in light of your experience.

We are very proud of our reputation for academic excellence and the superb pastoral care our students receive along with the support we provide for the less academically able. We now want your help to enable us to go beyond outstanding and achieve 'excellence for all'.

The science department is well resourced and fully staffed. We have 11 Science Laboratories and have a strong take up of science in the sixth form for 'A' levels + BTEC Level 3 applied science.

The Academy has an excellent record of support for professional development and there is a comprehensive programme of support for NQTs

To apply, follow the link at <https://arkacademy.org/vacancies> by **8:00am on Monday 31 March 2025. A golden hello is available to the successful applicant, if the application is made directly through the school's website.**

For an informal, conversation about the role, please contact Shannon McGrath, Assistant Principal on 020 8385 4370 or via email s.mcgrath@arkacademy.org

We wish you the best with your application.

Delia Smith OBE
Principal



Ark Academy

The Principal

Delia Smith is the founding principal of Ark Academy, which opened as an all through school in 2010. Previously she was a head in East London and was awarded an OBE for services to education.

About Ark Academy

We are a non-selective, over-subscribed school that serves children of all abilities in Brent. Our commitment is to know every pupil as an individual, and to foster the principles of team spirit, responsibility and care for others as well as delivering high quality education.

Facilities

The academy has a well-kept and maintained environment which has been added to over the years. In 2016 a further block was added to support our new sixth form which has now expanded to over 300 students.



About ARK Schools

ARK Schools 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 Schools has no faith affiliations.

All the 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.

About the Science Department

The Science department consists of a team of 15 passionate and collegiate scientists and is supported by 2 Technicians, across 11 modern and well-appointed labs.

We teach Science within the strands of Physics, Chemistry and Biology to all students from Yr7 to 11, at GCSE we offer both Trilogy and Triple science. At A-level we offer Physics, Chemistry, Biology and Professional Pathways Applied Science at sixth form, with approximately 100 students across YR12 and 13 and an additional 60 students studying BTEC.



Science Department

As a department we believe strongly in teamwork and co-plan our units of work to ensure consistency and best practice across all classes and year groups. As a department we are passionate about developing students who have a love of science, are curious about science and the pathways that it can open to our students after they leave school. We believe strongly in developing skills in an applied setting, giving our students the tools required to enter an ever-growing technology-based workforce. Fundamentally, we know that with the correct support all students can develop wider understanding of the world they live in and the problem solving skills required to succeed.

Curriculum and Specifications

KS3: Our KS3 curriculum is aligned to the Ark Schools Common Curriculum which is known as Science Mastery and covers a range of skills that develop their scientific understanding across all areas of the subject – from atoms to the universe. All classes are set from Year 7 with all students following the core curriculum but adapted specifically for each class.

KS4: All students complete the GCSE with AQA Trilogy, foundation or higher tier and top students complete AQA Triple sciences, setting them up for A-level sciences. This has been very successful in recruiting very able scientists to our sixth form.

KS5: Students with the required grades, can study 'A' Level Physics, Chemistry and Biology with AQA. The sciences are consistently a popular subject at 'A' Level with 2 classes of Chemistry and Biology in each year group. Many students opting to carry on studying sciences at university. We also offer BTEC Applied Science as an alternate pathway to one of the many high ranking destinations achieved by our students.



Job Description: Science Teacher

Reporting to:	Director of Science
Start Date:	September 2025
Contract:	Full Time Permanent
Salary:	Ark Main/Upper Pay scales paid at Inner London Rates. + TLRs

The Role

To deliver outstanding teaching and learning in science and therefore help students achieve excellent results.

To support the planning and delivery of an engaging and challenging curriculum that inspires children to appreciate science and its application.

To be a role model as a teacher and impact on the academy more widely.

Key Responsibilities

- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make strong progress
- To lead a group of science teachers within the allotted area of responsibility.
- To track, analyse and evaluate student and teacher data as part of the department's/academy's quality assurance processes.
- To mentor as appropriate a trainee/ECT teacher(s)
- To provide a supportive but appropriately challenging environment that helps students to develop as learners.
- To help to maintain/establish discipline within science and across the academy
- To contribute to the effective working of the academy.

Outcomes and Activities

Teaching and Learning

- To work closely with the Director of Science and where appropriate support them with key tasks.
- Lead a co-planning team and ensure the quality of the curriculum provision within that planning team/key stage.
- Teach engaging lessons that motivate, inspire and improve pupil attainment and are a model of strong delivery for less experienced staff.
- Use assessments data analytically to monitor student progress and to plan/adapt future lessons to the needs of the students.
- Contribute to assessments, reports and references relating to individual and groups of pupils
- Ensure that all students achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- Prepare pupils for external examinations and support departmental revision / intervention strategies
- Contribute to the department's enrichment programme
- Implement and adhere to the academy's Behaviour and Ethos Policy, ensuring the safety and well-being of pupils is monitored at all times.
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Direct and supervise learning support staff assigned to lessons and any other adults that might be in lessons.

Academy Culture

- Support the academy's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- Help create a strong academic community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop the department culture and ethos that is utterly committed to achievement
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

Other

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- Undertake other various responsibilities as directed by the Head of Department or Principal.

Person Specification: Science Teacher

Qualification Criteria

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

Experience

- Experience of raising attainment in a challenging environment
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

Knowledge

- Up to date knowledge in the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Behaviours

Leadership

- Effective team worker and leader
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Effective listening skills that lead to a strong understanding of others
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards

- Thinks strategically about classroom practice and tailoring lessons to students' needs
- Understands and interprets complex student data to drive lesson planning and student attainment
- Good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.

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.

ARK Safe Recruitment Procedure

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.

Disclosures

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference Checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information

Probation

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 they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

WHERE TO FIND US



Wembley Park (Jubilee/Metropolitan Line)



Chiltern Railways



Buses: 206, 245, 297, 83, 182

By Car: A479

Postcode for satnav: HA9 9JP

A406 North Circular Road (15 minutes away)

Ark Academy Bridge Road London HA9 9JP

Tel: +44 (0)20 8385 4370

Email: admin@arkacademy.org

Website: www.arkacademy.org

