



Ark Soane Academy

Director of Performance

- Location:** Acton, London – a five-minute walk from Acton Town tube station
- Contract:** Full-time hours, permanent contract
- Start date:** September 2025 – but an earlier start date may be considered
- Salary:** Ark Pay Scale L1 - L8
- Closing date:** Applications will be considered on rolling basis and early applications are advised
- Interviews:** TBC

Opportunity for an exceptional candidate to lead our highly successful Music department, shaping a new Ark secondary school in Ealing.

Ark Soane Academy is a new secondary school in Acton which opened in 2021. We will have 900 pupils in Years 7-11 from September 2025. Pupils will be sitting their GCSE exams for the first time and preparing for progression to A-level.

Ark Soane seeks to redefine what is possible in education. Our model is “simplicity delivered expertly”: by delivering an immaculately planned and highly academic curriculum exceptionally well; and by providing our pupils with a compelling aspiration-raising ethos we seek to transform the future of pupils in a highly deprived community.

Behaviour at Soane is exemplary enabling you to deliver exceptional lessons. Pupils are entirely bought-in to the values and ethos of the school and know that they are fortunate to attend a school where the quality of education is exceptional and where love, warmth, respect and the highest standards permeate every interaction. Pupils are a pleasure to teach and you can always expect a “thank you miss” when pupils leave your classroom.

Leaders at Soane prevent unnecessary demands on teacher time – meetings, marking and administrative tasks are minimised to ensure teachers can be highly effective. The curriculum and resourcing ensure that teachers rarely plan alone: staff time is used where it is most valuable: working as a team to implement the curriculum for the pupils in our classrooms.

We are a community of professionals learning together who believe we can all become exemplary teachers. We have a truly open-door culture where frequent low-stakes feedback is the norm. We value the input of all of our staff and collaborate to ensure the academy continues to improve as it expands. We frequently host teams of domestic and international educators who come to learn from us and help us shape our provision.

Ark Soane Academy is part of Ark, one of the UK’s most successful school groups, with a network of 37 schools in 4 locations across the country.

As a proud member of the network, we offer:

- Twice as many training days as standard
- Weekly staff training designed to meet the needs of the school
- Coaching for every teacher
- Protected co-planning time
- Access to high-quality, regular professional development
- Opportunities to collaborate with colleagues across the network.

The Role:

We are recruiting an exceptional team of staff to support the growth of a genuinely transformational school. The successful candidate will join a very strong Music department and will ensure that Music remains at the heart of the curriculum.

The successful candidate will embed the school vision and support the development of an outstanding school that empowers our pupils to take responsibility and drive their own destinies.

The successful candidate will have the opportunity to grow with the school. They will be supported in their development and preparation for future roles. We develop every staff member that joins our team, providing one-to-one support, coaching and mentoring and access to extensive network training.

You will:

- Have an unwavering determination to deliver excellence for pupils from all starting points
- Share the Ark Soane beliefs, vision and mission and be aligned with the Ark six pillars underpinning it
- Be committed to Ark’s ethos of high expectations for every pupil in both academic achievement and personal development
- Be committed to continually improving classroom practice and raising attainment
- Manage behaviour effectively to create a positive, calm and purposeful climate for learning
- Have the drive, skills and resilient character required to help develop a new school
- Combine subject matter expertise with a passion for teaching your subject
- Be reflective about the Academy and committed to securing its continued development
- Value and support practices driving continued progress across the network of Ark schools





Director of Performance Information Pack

Thank you for your interest in joining Ark Soane Academy. Our ambition is to provide an outstanding academic education for all our pupils to enable them to live happy and fulfilled lives and to be the drivers of their own destinies.

Joining Soane now is a unique opportunity to become part of a thriving, collaborative and growing team who all hold the highest expectations of pupil behaviour and effort and are all deeply committed to the success of our pupils and of the school.

We are looking for an exceptional Music teacher who cares deeply about the pupils they teach and are prepared to hold pupils to account with strictness and warmth. You can look forward to joining a great working environment where pupils are bought in to the school's ethos and typically work with great enthusiasm, diligence and gratitude towards their teachers.

You can look forward to joining an exceptionally warm, collaborative and experienced department. You can expect the highest levels of dedication and commitment from your pupils and unwavering support from the music department and the school leadership team in securing this.

Our staff are committed subject experts and are given the capacity and the training to ensure that their curriculum delivers knowledge-rich mastery through effective planning and intellectual preparation. In Music our curriculum is based on Ark's Curriculum ensuring that the department's time is used where it is most valuable: working as a team to implement the curriculum for the pupils in our classrooms.

We believe that every member of staff deserves to be developed, and routine coaching for all staff underpins pupil progress. If you join us you can look forward to being part of a team where your time and professionalism are highly valued and where your voice is welcomed in shaping the future direction of the school.

For more information about our school, please visit: www.arksoane.org. To arrange a confidential conversation with the Principal about a role in the school, please contact Tabetha Stafford (T.Stafford@arksoane.org) or phone 020 81615579.





Job Description

Duties and expectations of all teachers at Ark Soane Academy:

- Ensure that lessons are planned, resourced and delivered to the highest standard so that pupils make exceptional progress
- Deepen the scholarly nature of both the subject and the academy
- Lead a consistently orderly, calm and stimulating environment in all classes
- Lead additional departmental activities including contributing to workshops, running weekly enrichment activities, competitions, trips, open days, prep and other activities
- Lead the efficient running of the Department, including setting and marking examinations, assisting in moderation of coursework and undertaking administrative and other tasks as delegated by the Head of Department
- Enhance the quality of teaching and learning in the Department and wider academy through sharing resources and good practice, lesson observation, collaborative teaching, instructional coaching and active participation in CPD
- Develop habits of excellence in our pupils by implementing academy routines and explaining and emphasising our values in all we do

Key Responsibilities

Teaching

- Set high expectations so that all pupils are inspired, motivated and challenged to reach their full potential
- Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly
- Plan and teach well-structured lessons which allow adequate time to embed new knowledge, understanding and skills and which are responsive to pupil misconceptions

- Nurture every student's intellectual curiosity, asking pertinent questions to deepen pupils understanding
- Systematically check pupils understanding and act to correct any misconceptions
- Provide pupils with feedback aimed at moving their learning forward
- Ensure that all pupils achieve at least at chronological age level and make significant and continuing progress at all levels

Curriculum and Assessment

- Participate in and contribute to effective collaborative planning for every year group, feeding your experience into improvements in the curriculum
- Contribute to the planning of assessments and subject specific revision, including preparing pupils for national examinations
- Review and reflect on each assessment, making intelligent use of data to identify underperformance, and plan appropriate support to address this
- Lead enrichment and participate in trips and visits to enhance the learning experience of all pupils

Ethos and Culture

- Contribute to the music department's behaviour management, implementing school systems consistently and in a kind and respectful manner
- Develop strong partnerships and ensure regular communication with parents
- Be active in issues of pupil welfare and support
- Complete duties around the school, modelling best practice for all staff

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 network-wide training and assessment standardisation

Person Specification

Qualification criteria

- Strong A Levels or equivalent
- Qualified to degree level and above — preferably in Music or a closely related discipline
- Qualified to teach and work in the UK

Experience

- Mastery of and enthusiasm for Music
- Knowledge of the national secondary education system, examinations and curriculum
- Excellent understanding of both subject and general teaching pedagogy
- Experience of reflecting on and improving teaching practice to increase pupil achievement
- Experience of interpreting pupil data to drive lesson planning and pupil progress
- Experience of raising attainment in a challenging environment
- Experience of leading successful enrichment which inspires and motivates learners
- Effective and systematic behaviour management

Personal Characteristics

- Genuine passion for and a belief in the potential of every pupil
- Vision aligned with Ark Soane's high aspirations and high expectations of self and others
- Effective team worker and leader
- Excellent interpersonal, planning and organisational skills
- Motivation to continually improve standards and achieve excellence
- Reflective practitioner, open to feedback and training to establish outstanding classroom practice
- Acts as a role model to staff and pupils
- Commitment to, and understanding of, professionalism in line with the National Teaching Standards

Other

- Can develop and maintain effective working relationships with parents and the wider community
- Ability to work collaboratively with partner stakeholders, agencies and peers in the Ark network
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training
- This post is subject to an enhanced Disclosure and Barring Service disclosure

For more information about our school, please visit: www.arksoane.org. To arrange a confidential conversation with the Principal about this role, please contact Tabettha Stafford (T.Stafford@arksoane.org) or phone 020 81615608.

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 which will include questions about safeguarding. 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 Soane
Academy

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