Ark Kings Academy



Primary Teacher

Location: Ark Kings Academy, Kings Norton, Birmingham
Salary: Ark MPS-UPS Outside London, £34,921-£54,952
Hours: Monday to Friday for full-time staff. Required hours on full working days are 8 am to 5 pm.
Contract: Permanent
Initial teaching phase: Key Stage 1 (KS1), subject to change.
Start date: January 2027
Closing date: 18th December 2026
Please note interviews will be scheduled on a rolling basis

Be part of a truly 'Good' school now striving to be 'Outstanding' with a dedicated staff team.

About the role:

You will be instrumental in our vision "*At Ark Kings Academy, every individual will develop the character to thrive in life, education and employment.*"

You will be a passionate practitioner, you will deliver high-quality, rigorous lessons that drive achievement and inspire a love of learning that extends beyond the classroom.

As a primary teacher, you'll play a special role in shaping the early experiences of young learners, helping them grow in confidence, curiosity, and independence. You'll create a welcoming and supportive classroom where every child feels valued, inspired, and encouraged to do their best. Through creative and thoughtful teaching, you'll spark a love of learning that lasts well beyond the classroom. Working closely with colleagues and families, you'll help each child flourish!

Our school is committed to exceptional professional development, providing a clear and structured pathway for ambitious educators. As a Primary Teacher, you will have access to tailored training, coaching, and mentoring from experienced senior leaders.

To contribute to a workplace culture which has safeguarding and child protection at its heart.

About our school:

We are an all-through school serving the local community with pupils from Nursery - Year 11. Our mission is to create a school in which every child thrives, academically and socially.

Our school values are: 'Wisdom, Resilience, Kindness' – and they permeate everything we do in school with our pupils, our parents, our staff, and the wider community. We recognise our role in addressing inequality by ensuring that all pupils, regardless of circumstance have the opportunity to attain an excellent education.

Ark Kings Academy was judged Good by Ofsted in March 2024. This achievement reflects the dedication and hard work of our staff. Ofsted noted that pupils *"understand the high expectations that staff have for them and strive to meet them"*. The strengths of our school include:

- **Safeguarding:** Effective in all areas.
- **Behaviour:** Our pupils know the school rules of, 'ready, respectful and safe' and demonstrate these qualities in their behaviour towards each other and their teachers.
- **An ambitious curriculum:** Our well-sequenced curriculum, spanning early years to Year 11, ensures that all pupils, including those with special educational needs, receive a high-quality education.
- **Reading strength:** Our effective teaching strategies empower pupils to become fluent readers, setting them up for success in their academic journey.
- **Personal development**: At Ark Kings Academy, we prioritise personal development, preparing our pupils for their future roles as responsible citizens.
- **Attendance**: Our pupils and parents recognise the importance of high attendance, and at secondary, we sit above the national average.

Why work for us?



Joining Ark Kings means becoming part of a network of education experts who are all united by the same purpose - a commitment to making a difference where it matters most. You will have the opportunity to come together with your peers locally, nationally and sometimes even internationally, to share resources, learning and good practice.

You'll work with colleagues from different subjects, schools and regions, and have the chance to take on network-wide responsibilities such as leading programmes or training.

Other benefits include:

- Our salaries are 2.5% higher than main pay scale.
- Twice the number of training days as standard.
- Generous pension scheme – a salary average defined benefit pension scheme, meaning you build up a guaranteed amount in your pension, payable for every year of your retirement.
- Access to Ark Rewards – a scheme offering savings from over 3,000 major retailers.
- Interest-free loans – up to £5,000 available for season tickets or to buy a bicycle.
- Gym discounts – offering up to 40% off your local gym.
- Access to the Employee Assistance Programme – providing free, confidential counselling, legal advice and a range of different support services.

Ark Kings are deeply committed to staff wellbeing and work-life balance, which is why we offer an additional leave of absence day for personal commitments. This additional leave and our wider staff support contribute to our well above national average benchmark for staff wellbeing and workload, as highlighted in our latest staff survey. By prioritising the wellbeing of our team, we foster a positive and supportive working environment where staff feel valued, motivated, and empowered to deliver their best for our pupils.

How to apply:



Please visit www.arkkingsacademy.org/vacancies and submit your application. This should include an explanation of your motivation to apply and examples/evidence of how you meet aspects of the job description.

We advise you to submit your application as soon as possible as we reserve the right to close the vacancy early if a high volume of applications are received. This is to ensure that we can manage application levels whilst maintaining a positive candidate experience. Unfortunately, once a vacancy has closed, we are unable to consider further applications.

We warmly encourage prospective candidates to visit our school and experience our vibrant learning community firsthand. This is a fantastic opportunity to tour our facilities, meet our dedicated staff, and gain a deeper understanding of our vision and values. During your visit, you will have the chance to spend time with senior leaders, discuss the role in more detail, and explore how we can support your professional development. We believe that seeing our school in action will give you a real sense of what makes our school so special and the exciting opportunities this role offers. To arrange a visit, please get in touch with Jamie Taylor, Primary Head of School at j.taylor@arkkingsacademy.org.

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.

We aim to build a diverse and inclusive organisation where everyone – staff and pupils – 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. To know more about Ark's diversity and inclusion commitments, please click on this link.



Primary Teacher Job Description

The Role

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

Teaching & Learning

- Set high expectations so that all pupils are inspired, motivated and challenged to reach their full potential and in doing so meet their progress and attainment 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 pupils, staff and families in order to ensure progress and outcomes
- Manage behaviour effectively to create a safe, respectful and nurturing environment enabling pupils to 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, pupils and families to develop a strong school community

Behaviour & School Culture

- Manage behaviour effectively to create a safe, respectful, and inclusive learning environment where pupils can thrive.
- Work collaboratively with pupils, staff, and families to foster a strong sense of school community.
- Promote high expectations for attendance, engagement, and conduct.

Collaboration & Professional Development

- Participate actively in network-wide training, meetings, and initiatives, sharing expertise and best practice.

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

This job description is not an exhaustive list, and you will be expected to carry out any other reasonable tasks as directed by your line manager.

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.

Primary Teacher
Person Specification

Qualification Criteria

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

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Excellent understanding of both phase and general teaching pedagogy
- Knowledge of the national primary education system, the primary curriculum, particularly the English and maths programme of study, and the changing face of assessment
- Effective and systematic behaviour management
- Be or demonstrate the potential to become an outstanding teacher

Behaviours

- Genuine passion for and a belief in the potential of every pupil
- 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 pupil, 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 pupils
- Willingness to undertake training
- This post is subject to an enhanced DBS check

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

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