



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

Assistant Principal of Science

Candidate Information Pack

February 2025

Dear Candidate

We are looking to recruit an outstanding, talented and inspiring Assistant Principal of Science to deliver exceptional teaching, learning and leadership of this key department.

We want a person with passion, enthusiasm and a desire to develop the best science department in support of our students. The department has a proud history of strong outcomes and a large cohort of sixth form scientists. However, there is room for growth and this role will be key in planning and leading further improvements.

We are 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 10 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 Friday 28th February 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: Assistant Principal of Science

Reporting to:	Member of senior team
Start Date:	September 2025
Contract:	Full Time Permanent
Salary:	Leadership Scale point L10 - 15

The Role

To develop, lead and manage the implementation and delivery of a challenging, coherent, motivating and cumulative Science Curriculum across all Key Stages

To lead and manage all aspects of the Science Department across all Key Stages

Key Responsibilities

- Be held accountable for the progress of pupils in all science classes across the school
- Take responsibility for raising attainment in all Key Stages, ensuring all students achieve results that ensure progress beyond base line grades.
- Constantly improve the quality of teaching and learning, where necessary holding teachers to account.
- Lead the design and implementation of the Science Mastery (ACA) and AQA curriculum and assessments including practical examinations.
- Be a role model of outstanding teaching and leadership in the department.
- Observe, mentor and provide guidance to teachers and technicians in the department including trainee teachers.

Outcomes and Activities

Teaching and Learning and Assessment

- Lead the department in co-planning meetings ensure that lessons are taught with the same rigor and enthusiasm consistently in all classrooms within the department.
- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring.
- After each assessment cycle, analyse and review outcomes with team. Formulate a plan to respond to issues emerging from analysis (ETALs).
- Decide on the most appropriate tier of entry in KS4 & KS5 and allocation to triple science at end of KS3.
- Maintain regular and productive communication with pupils, parents and carers, to report on progress and any other concerns.
- Undertake regular learning walks with team and senior leaders to know the quality and consistency of science delivery.
- Work with line manager, Vice Principal Teaching and Learning and Assistant Principal Training to intervene/support staff who need additional help.
- Enrich the curriculum with trips and visits to enhance the learning experience of all students.

Leadership

- Support the academy's values and ethos by contributing to the development and implementation of Ark Academy's policies practices and procedures
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Lead the Department Improvement Plan, in line with AIP, and ensure all team are fully involved in the delivery of the plan.

- Help develop the department culture and ethos that is utterly committed to achievement
- Review ETAL with line manager/principal at all key assessment points.
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

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 academy 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: Assistant Pricipal Teacher

Necessary Qualification criteria

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

Desirable Experience

- Experience of raising attainment in a challenging classroom environment
- Experience of establishing a high achieving department within a large and complex school environment
- Experience of leading, coaching and managing staff
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc.,

Desirable Behaviours

Leadership

- Effective team worker and leader
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and pupils
- Vision-aligned with Ark's high aspirations and 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
- Commitment to the safeguarding and welfare of all pupils

Leading the Curriculum

- Able to establish curriculum development, assessment, coordination and coaching
- Has good communication, planning and organisational skills
- High expectations for accountability and consistency

Leading the Learning

- Excellent classroom practitioner and mentor
- Effective and systematic behavior management, with clear boundaries, sanctions, rewards and praise.

Other

- This post is subject to an enhanced Disclosure & Barring Service 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.

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

