

Ark Isaac Newton Academy

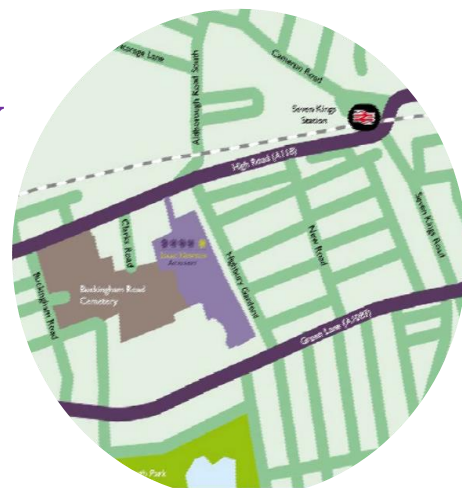
Teacher of English & KS3 Lead





About Ark Isaac Newton Academy

Ark INA is based between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.



Ark Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary academy has grown year on year and we now have 1200 11-18 year olds (including 250 students in the Sixth Form). In September 2014, Ark Isaac Newton Academy opened a three-form entry primary academy in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group, and like the secondary academy, it has grown a year group at a time. As of September 2021, we now have a fully all through academy with our year 6 moving into year 7.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The Academy will thus serve a critical, long-term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.



Dear Candidate,

I am delighted to introduce you to Ark Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision **‘Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations’**. Commitment to this has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Ark Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Ark Isaac Newton Academy and will build on the successes already enjoyed by the school, especially highlighted with our amazing year 6, 11 and 13 academic outcomes in 2022, 2023 and 2024.

Our academy aims to be a ‘home from home’ for both staff and students. My belief is all students deserve a great school and staff a great place to work. Therefore, we are very clear with the culture that we wish to cultivate for our community. Central to this is being a mission led organisation, which is at the heart of everything we do and outlines our ambition, that goes beyond ensuring our students have excellent academic outcomes. Ultimately, working for Ark Isaac Newton Academy is about being part of something unique where aspirations for all people are incredibly high. We certainly want like minded people to join our organisation and live our mission each day, every day: ***Striving together to be pioneers whose legacy makes a positive difference for our world.***

I wish you the best with your application.



Morgan Haines
Principal



Our Mission

Striving together to be pioneers whose legacy makes a positive difference for our world.

Our vision

Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations.

Our Values & Beliefs

- **Integrity** – We are true to our values, doing what we say; we always do the right thing, even when it's hard and nobody is watching.
- **Kindness** – We always support each other, show genuine care and consider the feelings of others in all our actions and words.
- **Professionalism** - We model pride and positivity in all that we do; we are always respectful and take responsibility for our actions.
- **Growth mindset** – We work hard; we are resilient in adversity and unafraid of failure, always embracing our mistakes and celebrating our growth.
- **Excellence** – We are highly ambitious, doing the best in all we do to become the greatest version of ourselves.
- **Community** – We are unified, valuing relationships that create an environment where everybody is accepted and belongs.





About Ark

Ark 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 has no faith affiliations.

All 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 39 schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

All Ark Schools prioritise six key principles:

- High expectations
- Excellent teaching
- More time for learning
- Knowing every student
- Exemplary behaviour
- Depth before breadth



A Commitment to Encourage Diversity

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.

Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

To know more about Ark's diversity and inclusion commitments, please click on this [link](#).



Job Description – Teacher of English & KS3 Lead

Reports to: Associate Assistant Principal – English & Literacy
Start date: September 2025
Location: Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY
Salary: Ark MPS/UPS (£37,313-£56,157) depending on experience, plus TLR
Closing Date: Friday 25th April 2025
Interviews: Candidates will be contacted once shortlisted

The Role

English at Ark Isaac Newton Academy has always been characterised by strong outcomes, and as a member of the department leadership team we look forward to you contributing to this record of stellar results and bringing a fresh perspective on how we can achieve even greater success for our students, particularly through setting firm foundations at KS3. At KS4, our progress 8 score for GCSE English in 2024 was 1.1, which over the last three years has been consistently well above 1.0+ At KS5, English Literature is a popular A-level, which has delivered impressive outcomes, with students averaging a grade B+ and achieving an ALPs 2 grade, placing the subject in top 10% of 6th forms nationally. Furthermore, just under a third of our 2023-2024 A-Level cohort progressed to studying English at undergraduate level, with students securing places at top universities like Warwick, Durham, and Oxford. Ultimately, we are seeking a leader who truly understands the importance of strong foundations at KS3 and wants to work within a high performing department and academy.

Key Responsibilities

- To teach and model the delivery of outstanding lessons that motivate and inspire students, equipping them with the knowledge of the English Language and literary texts to achieve at the highest levels.
- To strategically lead the Ark English Mastery curriculum at a KS3, ensuring that this curriculum is delivered with fidelity and that it is personalised to meet Ark INA's cohort and provides appropriate progression towards KS4.
- To lead on the design, development and review of Ark English Mastery KS3 schemes of learning and resources, ensuring that there is sufficient challenge and that deep questions are explicitly built into schemes of learning and lesson plans.
- To set up routines and systems to ensure that students at KS3 organise and formally record their learning to aid revision.
- To maintain expert knowledge of T & L in English, keeping abreast of the latest research and publications, attending courses and disseminating great practice to members of the department.
- To monitor and evaluate teaching and learning within KS3 by conducting regular learning walks, book looks and lesson observations.
- To support or coach less experienced members of the team to develop great teaching practice.

- To research, amend and administer KS3 assessments as directed within the remit of the role.
- To track and monitor data at the performance of defined groups of students at KS3 in English, identifying students requiring additional support and managing interventions. To ensure that the fortnightly tests are used to drive students' progress.
- To support the Head of Department in the development of literacy in English and across the Academy.
- To support the Head of Department to ensure that book weeks, poetry days, subject-related competitions, trips and visits for KS3 take place regularly.
- To support and occasionally lead weekly Curriculum Development Time meetings for the English department.

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 KS3 meetings, and, as appropriate, delivering network-wide training and initiatives.

Other

- To support and develop a number of teachers within the department and review probation targets for teachers as required.
- To support the Head of English with the effective KS3 induction of new staff to the department.
- To support the Head of Department with monitoring and evaluation of the teaching and learning within English at KS3 by conducting regular learning walks, book looks and lesson observations.
- To deputise for the Head of Department and/or Deputy Head of Department with day-to-day issues such as behaviour incidents / cover work.
- To act as a tutor.
- To meet the expectations of all INA staff as laid out in the Staff Code of Conduct & Ways of Working Policy.
- To uphold all Academy policies with consistency and diligence.
- To undertake any other professional duties as set down in the Ark Schools pay and conditions of service document, and as directed by the Principal.



Person Specification: Teacher of English & KS3 Lead

Qualification criteria

- Qualified to at least degree level
- Qualified to teach in the UK
- Qualified to work in the UK

Knowledge

- In-depth knowledge of the English National Curriculum and KS4 GCSE specifications (AQA)
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.
- Experience of line managing colleagues desirable
- Experience of successfully teaching GCSE and/or A Level English Literature (preferably both)

Skills, Behaviours and Qualities

- Passion for the subject
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent 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



- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team
- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure
- High levels of honesty and integrity
- A sense of humour and desire to have fun.

Other

- This post is subject to an enhanced Criminal Records Bureau disclosure.
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

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.