



Ark Greenwich Free School



Head of School/
Principal
Information
Pack



Dear school leader,

Thank you for your interest in the role of Head of School/Principal at Ark Greenwich Free School.

Ark Greenwich is an 11–16 secondary school serving the local community of Woolwich, which was founded to empower young people, regardless of their socio-economic background, to grow and be successful.

We are an exceptionally ambitious school with high expectations and a forward-thinking approach that encourages innovation. We have created a highly respectful environment where our staff and students can fulfil their potential. This year alone, 87% of staff in our survey rated behaviour as ‘extremely good’ or ‘good’ and nearly 90% of parents said their child is ‘happy’ to be attending our school. Our teaching and outcomes are also exceptional, and we are one of the highest performing schools in the UK. In 2024 we achieved a Progress 8 score of +1.4, putting us in the top 1% of schools nationally.

Rhys Spiers, Principal of Ark Greenwich since 2015, recently became the Executive Principal of an Ark school in Hastings alongside his existing role, and we are now seeking a permanent Head of School or Principal of Ark Greenwich Free School to lead the school and build on its exceptional strengths. The successful candidate will report directly to Rhys, as Executive Principal, benefiting from his guidance, support and coaching. In addition, you will also have my support as your dedicated Regional Director. This is a truly excellent leadership opportunity for an experienced and capable school leader who is seeking to become a Head of School, or an existing Principal who is keen for a new challenge and the opportunity to lead in a remarkable school.

Ark Greenwich is part of the Ark network of schools, one of the country’s most successful multi-academy trusts. The successful candidate will have access to excellent training opportunities, as well as the opportunity to collaborate with colleagues across south London and our wider network of schools. Our Heads and Principals meet remotely on a weekly basis, and face to face every half term. Ark also offers numerous benefits including highly competitive pay and a relocation allowance.

We warmly welcome and encourage confidential conversations about the role and visits to our school for suitable candidates. If you are interested in finding out more about this opportunity, please contact our Head of Talent, Lexy di Marco, on Alexia.DiMarco@arkonline.org

Kind regards,

Siân Maddrell
Regional Director

The opportunity

Ark Greenwich Free School is an inclusive, high performing 11–16 secondary school serving 600 students from the local community of Woolwich. We are one of the highest performing schools in the UK with a Progress 8 score of +1.4, an Attainment 8 score of 6.3, English and maths 5+ of 77% and an EBacc entry rate of circa 80%.

We are proud of our respectful and disciplined community and of the outstanding academic outcomes achieved by our students. Expectations for all members of our community are unashamedly sky high. We work hard to impact the lives of the young people we serve. We also place a primacy on our industry leading extra-curricular and character education programmes.

Ark Greenwich has reached an exciting stage in its journey, and with Rhys Spiers recently appointed to Executive Principal, we're looking for a highly capable and inspiring Head of School or Principal (depending on experience) to continue to build on the schools' excellence. This is a fantastic opportunity for a first-time Head who brings a wealth of experience and proven impact as a deputy, and who is ambitious and keen to progress with the support of a successful MAT. We are equally keen to hear from experienced and successful Headteachers seeking a new challenge in an exceptional school, who would like to be part of an experienced network of schools.

Leaders within Ark Schools benefit from being able to draw upon the resources, expertise and support of the network. They also have the opportunity to work collaboratively with other school leaders and to feed into the development of excellent practice beyond their own school. Ark has also developed a number of successful programmes and tools to support the cultivation of excellence including world class curricula through its English and Maths Mastery programmes in addition to the Great Teacher Rubric.

Ideal candidates will:

- Believe and support Ark's principles and values
- Have a track record of devising and delivering highly effective education for the students they serve
- Be committed to working in partnership with governors, parents, the school community and Ark to deliver strong outcomes for students
- Act with integrity and build effective, trusting relationships with colleagues and students
- Be network-minded and able to contribute meaningfully to our strategic development at both regional and network level.

To apply, please [click here](#).

- 👤 **Reports to:** Executive Principal
- 📅 **Start date:** September 2025
- 📍 **Location:** 403 Shooters Hill Rd, London SE18 4LH
- 💷 **Salary:** Significant and generous salary, including potential relocation allowance
- 📄 **Contract:** Permanent, full-time
- 📅 **Closing date:** Monday 28th April 2025
- 🗺️ **School visits:** To be arranged as suitable for the candidate
- 🗨️ **Interviews:** Week commencing 5th May

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.

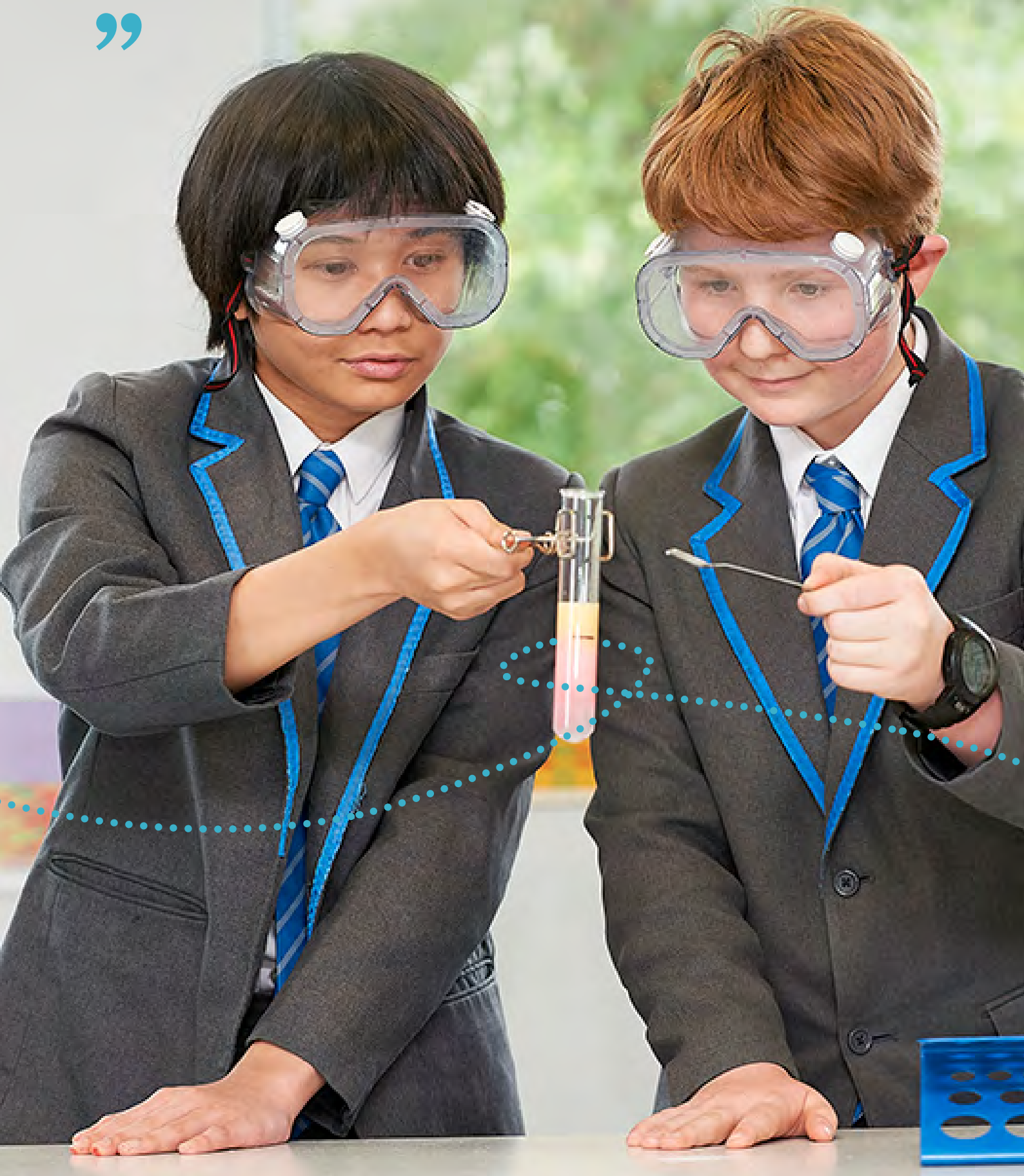
Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, 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](#).



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Job description

The Head of School/Principal is responsible for providing an outstanding education for all students. They will work with the staff to establish outstanding teaching and learning and an excellent, nurturing school culture.

Key responsibilities

- Leadership of the school and its staff to consistently deliver high quality education to all students
- Implementation and coordination of the vision, ethos and strategy for the school
- Leadership of effective external relationships, including the local community and other stakeholders
- Contribution to the overall direction of the Ark network.

Outcomes and activities

Personal leadership and coaching

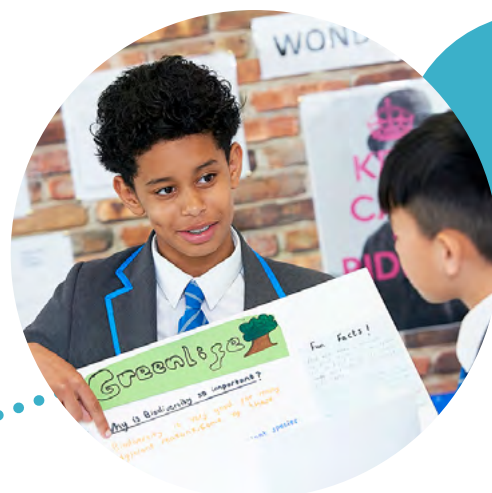
- Lead and inspire all the senior leaders to ensure excellent leadership and management throughout the school
- Oversee recruitment, training, motivation and mentoring of all staff
- Instil an ethos of high expectations for achievement and behaviour for all students
- Lead the development of the curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body.

Coordination of the overall strategy

- Oversee staffing allocation and strategic staff development
- Ensure robust operational systems are in place that support the school's efficient functioning
- Work with the Finance and Operations team, oversee the finance, facilities, catering, and resources across the school.

Development of the Ark network

- Collaborate with others in the network to develop good practice and share innovation
- Help shape or lead education initiatives across the Ark network
- Undertake any other responsibilities as directed by the Regional Director.





Person specification

Qualification criteria

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

Experience

- Successful experience in secondary school leadership, as a Vice Principal or Principal.

Leadership behaviours

Teaching and learning

- Ability to lead outstanding teaching and learning
- Ability to lead effective and systematic behaviour management with clear boundaries, sanctions, rewards and praise.

Vision and strategy

- Has a vision aligned with the school's high aspirations and high expectations for self and others
- Has a clear understanding of strategies to establish a consistently nurturing culture with high standards of behaviour and commitment to relentlessly maintaining these standards.

Leadership

- Strong understanding of outstanding provision in all facets of education across a school
- Successful experience of implementing key aspects of this provision
- Ability to set high standards and lead and motivate colleagues and students in meeting these standards
- Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction
- Strong organisational skills and the ability to delegate
- Genuine passion and belief in the potential of every student
- Ability to use data to inform and diagnose weaknesses that need addressing
- Commitment to the safeguarding and welfare of all students.

Leading external relationships

- Ability to skilfully lead and manage positive working relationships with parents, governors and other stakeholders.

Personal characteristics

- Highly approachable, grounded and makes sensible judgments
- Relishes accountability and takes personal responsibility for their own actions
- Excellent critical thinking skills; has intellectual curiosity and rigour
- Able to build trust and mutual respect between students, families and staff
- Strong interpersonal, written and oral communication skills.

Other

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

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.



Benefits & Rewards with Ark

As an Ark Head of School/Principal, we will offer you

1. A carefully designed and supportive **Head of School/Principal Induction** plan to ensure you have everything you need to start your new role confidently and smoothly
2. An **Ark Coach**, where desired, who has undertaken our CPQP coaching training
3. **Ark network training days** – we have ten days in total across the year for you to receive training as well as train your staff – twice the usual amount of days offered
4. **Head of School/Principals' Residentials** which offer time to network, seek and provide collegiate advice, training, support and socialising
5. **Head of School/Principal training** – in addition to NPQH training (if you do not hold the qualification). We also offer CPQP coaching training and other unique sessions such as Media Training designed to give you all the tools you need to thrive in your new role
6. **Support from experienced external professionals** such as psychotherapists from Healthy Minds
7. Influence particular Network-wide issues through our **Network Groups and Principals Lead meetings**
8. **Career development opportunities** – being part of a group of schools means that there is always room to grow and new opportunities to explore; 100% of our Executive Principals are homegrown from our Principals
9. **On-hand expertise** from our dedicated Central education and operations teams who are ready to support you and your school
10. **Regional Schools Leadership Team** – all Principals are part of a Regional SLT which works collaboratively on Regional and Network priorities

Ark's Six Pillars



1. High Expectations

We believe that every child can achieve great things. Our aspirations are no lower for our most vulnerable pupils.

2. Excellent Teaching

A teacher affects a pupil's achievement more than any other factor. We prioritise teacher development, supporting them with training and progression so that they can deliver excellent teaching.

3. Knowing Every Child

Every child knows, and is known well by, the adults in the school. We also involve families in all aspects of school life.

4. Depth for Breadth

We prioritise mastery in every subject so students' learning is deep across the curriculum range.

5. Exemplary Behaviour

Our schools are characterised by a respectful environment, where teachers can focus on teaching and pupils can focus on learning.

6. Always Learning

Learning is at the heart of what we do and what we invest in – for all. Our teachers are professionally curious and our children have access to a rich academic curriculum and a diverse range of experiences.

Ark Values

AIM HIGH



We have high expectations of ourselves and of each other

BE BRAVE



We take on challenges and are prepared to say and do difficult things if that's what's needed

BE KIND



We care about what we do and how we work with each other

KEEP LEARNING



We're open to new ideas and we learn from our mistakes as much as our successes



Positive Action & Inclusive Recruitment at Ark

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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. Find out more about our commitment to [diversity and inclusion](#).

We particularly encourage applications from Black, Asian and ethnic minority candidates as they are currently underrepresented among our senior leadership teams. This is important to Ark as we aim to be more representative of our local communities.

We strive to make applying to and working for Ark as inclusive as possible and have a variety of systems in place to ensure that our approach is fair and open.





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