



# Ark Blake Academy



## Lead Practitioner of English





## Welcome from the Principal

Dear Candidate

Thank you for your interest in our current Lead Practitioner of English vacancy and in furthering your career at Ark Blake Academy. We are a thriving and successful academy based in East Croydon. Opened in 2020, we are now consistently over-subscribed in every year group with students in Years 7-11. Here at Ark Blake you will find:

- B**ehaviour that is built upon our *'work hard, be kind and take responsibility'* ethos
- L**earning that is nurtured through our calm, purposeful and warm environment
- A**cademic excellence that is achieved through high quality teaching by passionate subject experts
- K**nowledge rich, bold and innovative curriculum that equips students for the future
- E**nrichment that develops lifelong skills and unlocks hidden talent

I joined the Academy in September 2023, and we also welcomed a number of senior and middle leaders to the Academy at that time. As we continue to prosper we look forward to welcoming further outstanding candidates to our brilliant team in 2025.

In terms of what drives our school culture, it is based around the simple but powerful belief of 'working hard, being kind and taking responsibility'. We aim to become a leading school in London as quickly as possible by living out this day-to-day belief and ensuring our students leave with the 'master key' that opens any door for the future progression. We never accept that background determines outcomes, and we work relentlessly to reinforce this with our student community. We also aim to be exceptionally supportive of our fantastic staff body and have a genuine and meaningful approach to staff wellbeing and workload that means they are free to focus on what really matters for the day-to-day student experience.

At our most recent Monitoring Visit in February 2024, the huge improvement to the Academy since September 2023 was recognised and this is testament to the hard work put in by staff and students:

- *This happy and well-functioning school is very securely good*
- *The improvements brought about since September have been remarkable*
- *Students behave very well in lessons and around the school. There is a palpably warm and harmonious atmosphere in lessons*

In our most recent staff survey 92% of staff agreed with the statement 'I am proud to work at Ark Blake'.

If you feel that you can add value to our fantastic team, we look forward to receiving your application!

If you have any questions about working at Ark Blake Academy, wish to speak with a member of our team or would like to arrange a visit, please contact Vicky Rouse, [v.rouse@arkblake.org](mailto:v.rouse@arkblake.org) or call us on 020 3443 9000.

**Sam Rispoli, Principal**

*"No bird soars too high, if they soar with their own wings."*

## Lead Practitioner of English

**Do you want to join our fantastic team where you will help make a lasting impact on our students and unlock their life chances?**

### **We have an opportunity for an exceptional Lead Practitioner of English**

<b>Location:</b>	<b>East Croydon – 10 minute walk from East Croydon Station</b>
<b>Contract:</b>	<b>Permanent</b>
<b>Working Pattern:</b>	<b>Full Time</b>
<b>Reports to:</b>	<b>Head of English</b>
<b>Start Date:</b>	<b>September 2025</b>
<b>Salary:</b>	<b>Competitive: Ark Outer London Lead Practitioner Scale Lead 4 £58,406 to Lead 10 £67,129</b>
<b>Closing Date:</b>	<b>Midnight on Monday 10<sup>th</sup> March 2025</b>

**Please note we will be reviewing applications on an ongoing basis and this advert may close earlier than advertised depending on the level of response. Early application is strongly advised.**

#### **The Role**

This is a fantastic opportunity for an aspiring leader to develop their career with the support of an excellent leadership team and strong school culture at Ark Blake Academy. The role is ideally suited for an exceptional practitioner who is committed to inspiring students to achieve the best possible academic outcomes as well as developing the quality of classroom practice across the department and wider school.

The role of Lead Practitioner is critical to the continuing progress of the academy. It is essential to how we will achieve the highest standard of teaching and learning in every classroom. Lead Practitioners are excellent classroom practitioners who secure student outcomes for all students in their own classrooms as well as through the development of others' teaching.

As part of the English Department, the Lead Practitioner will take a leading role in developing the classroom practice of teachers within the department. The Lead Practitioner will likely work with a particular cohort of teachers, for example, trainees and may also have a remit beyond the department. Lead Practitioners carry out individual coaching, delivering inset or training, as required and will work alongside the Vice Principal, Teaching & Learning to support the whole school priorities.

#### **You will:**

- Be vision aligned with our approach to curriculum and teaching
- Have genuine passion and a belief in the potential of every student
- Have up-to-date knowledge in the curriculum area
- Be motivated to continually improve standards and achieve excellence

#### **About our school:**

At Ark Blake Academy, our mission is to embed a powerful knowledge-rich curriculum and provide fantastic opportunities for character development, all underpinned by an environment where exemplary behaviour is the norm. In terms of our school culture, it is based around the simple but

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powerful belief of **‘working hard, being kind and taking responsibility’**. We aim to become a leading school in London as quickly as possible by living out this day to day belief.

### **What we offer our staff?**

- Collaborative planning, centralised or shared resources
- Clear and consistent behaviour systems
- Knowledge rich curriculum & traditional T&L approach
- Highly visible supportive leaders who have your back
- Centralised daily detentions
- Realistic and manageable feedback policy
- Excellent CPD opportunities – internal & within network
- Thoughtful and impactful meeting schedule with time for co-planning
- Friday afternoon co-planning following earlier student dismissal
- Free breakfast daily

### **Why Work at Ark Blake Academy?**

Further information about working at Ark Blake can be found [here](#).

# Job Description

## Key Responsibilities

- To develop and improve the practice of teachers so that inadequate teaching that requires improvement is eradicated
- To observe those you coach and provide high quality, diagnostic feedback that enables rapid improvement
- To alter your coaching method/style depending on the teacher you are working with
- To analyse and deconstruct the teaching and provide strategies that will impact on the areas for improvement
- To motivate and inspire those you coach to want to be outstanding
- To plan and lead inset to staff in line with the requirements of the academy
- To evaluate and measure the impact of the inset and provide follow up sessions that is informed by the evaluation
- To carry out coaching walks with staff and to measure consistency across the academy - you will then use this to inform further training for staff
- To develop and support effecting planning for schemes of learning

## Duties and expectations of all teachers at Ark Blake

- Teach to a highly effective standard
- Deepen the scholarly nature of the subject through our curriculum
- Play an active role in ensuring a consistently orderly, calm and stimulating environment, both in and out of the classroom
- Play an active role in the Character and Enrichment programmes
- Support in leading the department, including contributing to workshops, running extra-curricular/intervention activities, competitions, trips, open days and so on
- Develop habits of excellence in ourselves and our students through implementation of the academy routines and consistent explanation of, and emphasis on, high expectations in all we do
- Be consistently well-organised, professional and courteous

## Activities

### Leadership & Management (with the support and direction of the Head of Department):

- Write a subject development plan and self-evaluation
- Participate in recruitment and selection activities
- Assist in the professional development of teachers
- Develop strong partnerships and ensure regular and productive communication with parents
- Maintain regular and productive communication with students, parents, and colleagues
- Develop strong partnerships and ensure regular productive communication with parents/ carers and colleagues

## Teaching & Learning

- Direct and supervise support staff assigned to lessons to ensure the support provided to individuals and groups is having a significant impact on academic progress
- Put in place an ongoing intervention programme to ensure students who fall behind have effective intervention to ensure they catch up quickly and sustain progress
- Model excellent teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families to promote progress and outcomes
- Manage behaviour effectively to create a safe, respectful and nurturing environment to allow students to focus on their 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

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- Work with colleagues, students and families to develop and maintain a strong school community
- Support and maintain ARK audits termly and annually
- Assist in the creation and updating of new and existing processes and procedures

### **Curriculum setting and assessment**

- Develop and implement syllabi and schemes of work in line with National Curriculum requirements, that inspire, challenge, and enable students to achieve high end grades
- Monitor and assess teaching and learning
- Set regular, meaningful and measurable assessments for students
- Maintain accurate student data that can be used to make teaching more effective
- Produce and contribute to oral and written assessments, reports and references relating to individuals and groups of students
- Participate in preparing students for external examinations

### **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 support an academy culture and ethos that is utterly committed to learning and achievement
- Support and work in collaboration with colleagues and other professionals in and beyond the academy, covering lessons and providing other support as necessary

### **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 Principal

For more information about our school, please visit: [www.arkblake.org](http://www.arkblake.org),  
or to arrange a confidential conversation about this role or arrange a visit  
please contact: [v.rouse@arkblake.org](mailto:v.rouse@arkblake.org)

# Person Specification

## Qualification Criteria

### Essential

- Qualified to at least degree level
- Qualified to work and teach in the UK
- Commitment to Equal Opportunities and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

### Experience

- Experience of raising attainment in a challenging classroom environment
- Experience of contributing to a high achieving department within a large secondary school environment
- Experience of delivering consistently outstanding lessons to students of all ages and abilities
- Experience of implementing behaviour management strategies consistently and effectively
- Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
- Experience of leading successful enrichment and extracurricular activities which inspire and motivate learners
- Experience of providing professional development to teachers, including coaching, mentoring and training
- Experience of designing and developing resources to support learning across different subject areas
- Experience of preparing and leading training sessions
- Evidence of continually improving the teaching and learning in their subject area through schemes of work, assessment, and extra-curricular activities etc.

### Knowledge

- Knowledge of the latest educational research, findings, and best practices
- Excellent knowledge of the National Curriculum for KS3 and KS4 and a solid grounding in the assessment processes used to support planning and raise student attainment across these Key Stages
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour

### Behaviours

- Genuine passion for and a belief in the potential of every student
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action
- Deep commitment to Ark's mission of providing an excellent education to every student, 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 ongoing professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

### Leadership

- Excited and motivated by the opportunity to be a leader that is entirely focused on providing a rich and meaningful education for all students and engraining habits of excellence that will serve students well throughout their lives
- Effective team worker and leader

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- Demonstrates resilience, motivation, and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- 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 students

### **Teaching and Learning**

- Excellent classroom teacher, or potential to be one, with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to students' needs
- Understands and interprets complex student data to drive lesson planning and student attainment
- Good 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 ongoing professional development and training to establish outstanding classroom practice

### **Other**

- This post is subject to an enhanced Disclosure and Barring Service check
- All staff will play a role in the Enrichment programmes
- Commitment to equality of opportunity and the safeguarding and welfare of all students



# About Ark

**Ark is an education charity that exists to make sure that all children, regardless of their background, have access to a great education and real choices in life.**

There are 30,000 students learning in our network of 39 schools. We've always believed that, with the right approach, every child has the potential to succeed. We work in the communities where we can make the biggest difference to children's lives, and all our schools are non-selective.

## **It works:**

Our schools achieve great results – significantly outperforming national averages, especially when it comes to driving progress – the best measure for 'closing the gap'.

We take what we learn in our schools to develop new solutions and approaches that we can share. Over the last two decades, we have developed and incubated more than 20 projects and programmes, supporting them to scale and achieve systemic impact on the life chances of all children. Over 350,000 children currently learn using an Ark curriculum and our Ark Start nurseries are demonstrating a new model for early years education that we hope will become the norm.

**76%**

**Ark is among the top performing trusts at primary. In 2024, 76 percent of pupils achieved the expected standard or above in reading, writing, and maths – surpassing the national average of 61 percent by 15 percentage points.**

**83%**

**Eighty-three percent of our sixth form students go to university at 18, compared to 38 percent nationally. Of those progressing to university, six in 10 attend a top third university compared to three in 10 nationally.**

**At secondary, six in 10 students from a disadvantaged background at Ark achieve GCSEs in Maths and English, compared to just four in 10 nationally**