



## Primary Leader Ark Globe Academy

**It's an exciting time to join Ark Globe Academy as we strive for excellence.**

Our recent success can be credited to our committed and dedicated staff and the high aspirations we promote throughout the school.

We are looking to recruit an inspirational and outstanding **Primary leader** for our Primary School for the summer term **with the potential for a permanent contract from September 2026** and to be a member of the leadership team. The precise nature of the role will be dependent on the skills, experience and interests of the successful candidate.

### ***Our ideal candidate will:***

- have outstanding middle leadership and management experience
- be an outstanding teacher
- be highly motivated, innovative and eager to take a lead
- show high levels of ambition and optimism regarding what the academy and its pupils can achieve
- have proven experience of positively impacting on pupil progress, raising attainment and developing excellence
- have experience of whole-school curriculum management leading to school improvement
- have substantial primary teaching experience
- be fully committed to Ark Globe's ethos of high expectations and no excuses

Our Culture Pyramid sets out for students, staff and parents our purpose, our beliefs and our values. This helps to set expectations for learning and behaviour in our daily lives at Ark Globe.

Visit <http://arkglobe.org/vision-and-values> for more details.

*It is such a privilege to be part of this community. It's a group of like-minded adults working together for the common goal: to prepare our students for university and to be leaders in their community." - Staff member at Ark Globe*

Our adults at Ark Globe are committed to ensuring that our pupils receive a holistic education and as such are involved in many exciting extra-curricular opportunities such as setting up and coaching a chess club, running an art club or a computing club.

Ark is one of the UK's most successful school groups with a network of 38 schools in 4 locations across the country alone, it is an international charity transforming lives through education. As part of the network, our staff can expect:

- Access to a range of discounts through the Ark Rewards Scheme which includes reduced gym memberships, discounts at major retailers and travel loans
- Twice as many training days as standard
- Support from a network of 38 schools across the UK

Visits to the school are warmly encouraged; to arrange, please call +44 (0)207 940 5109 or email [s.yuksel@arkglobe.org](mailto:s.yuksel@arkglobe.org). Visit <http://arkglobe.org/> for more information on the school.

Please submit your application online by visiting <http://arkglobe.org/>

The deadline for applications is **Friday 6 March 2026**, however applications will be reviewed on an ongoing basis so early applications are encouraged.

**Deadline:** Friday 6 March 2026

**Interviews:** TBC

*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](#).*

## **Job Description: Primary Leader**

**Reporting to:** Primary Principal

**Start date:** 13<sup>th</sup> April 2026 - with the potential for a permanent contract from September 2026

**Salary:** Negotiable depending on experience

**Contract:** Fixed Term (Maternity Cover)

### **The Role**

**The specific roles and responsibilities of the successful applicant will be agreed following their appointment.**

To assist the Primary Principal in leading and managing the school by:

- Contributing to formulating and reviewing the Academy Improvement Plan and the aims and objectives of the Academy
- The involvement in the overall leadership and management of the academy and will help to establish a school culture that is both nurturing and rigorous
- Working closely with the Primary Principal in creating the academy's ethos for teaching and learning including driving high standards and expectations
- Consistently demonstrating high standards of personal integrity, loyalty, discretion and professionalism
- Ensuring the safeguarding of all pupils and that the safety and wellbeing of pupils and staff is promoted and maintained at all times

### **Key Responsibilities**

- To be an outstanding leader across the Primary
- To lead, develop and manage a phase or phases within the school ensuring consistency across the year groups
- To support the Primary Principal and other leaders in setting high standards of teaching and learning across your Phase(s) and to monitor the impact of teaching and learning activities on the attainment and progress made by all pupils
- To contribute to the strategic improvement plan, including monitoring and implementation and updating the academy's self-evaluation
- To work with the Primary Principal to provide effective organisation and management of the school and seek ways to improve organisational structures and functions based on rigorous self-evaluation
- To work with the Primary Principal to ensure the academy, people and resources within it are well organised and managed to provide an efficient, effective and safe learning environment

### **Outcomes and Activities**

#### **Teaching and Learning**

- Provide an example of 'excellence' as a leading classroom practitioner and inspire and motivate other staff as well as sharing expertise with others
- Work with the Primary Principal and other leaders to sustain high expectations and excellent practice in teaching and learning throughout your Phase(s)
- Be an exemplary Instructional Coach and plan and implement effective mentoring and coaching practices to ensure the needs of all pupils are met
- Create a climate for learning within teams and support the notion that all teachers are also learners
- Support developments and initiatives to improve standards in English and Mathematics as well as access to the wider curriculum across the school
- Produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
- Work with teaching staff to develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement

- Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- Participate in preparing pupils for external examinations, including booster classes and Easter school
- Provide regular feedback for staff in a way that recognises excellent practice and supports their progress against professional and performance appraisal objectives resulting in a tangible impact on pupils learning and achievement
- Maintain a teaching timetable, modelling outstanding practice in terms of classroom teaching, preparation, marking and assessment

### **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 a culture and ethos that is utterly committed to achievement
- To be active in issues of pupil 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 training to be a Deputy Designated Safeguarding Lead
- Undertake other various responsibilities as directed by the line manager or Primary Principal

# Person Specification: Primary Leader

## Qualification Criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK
- Evidence of professional development

## Experience

- Proven exemplary classroom practice in a primary school with substantial middle leadership and management experience
- Experience of providing professional development to teachers, including coaching, mentoring and training
- Experience of designing and developing resources to support learning across different subjects
- Experience of preparing and leading training sessions
- Demonstrable experience of significantly raising attainment in a challenging context
- Experience of reflecting on and improving teaching practice to increase pupil achievement
- 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 understanding of the OFSTED Framework and what constitutes effective teaching and learning
- Excellent knowledge of the Early Years Framework and Primary National Curriculum and a solid grounding in the assessment processes used to support planning and raise student attainment across all Phases
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour

## Behaviours

### Leadership

- Highly effective team member and leader
- High expectations for accountability and consistency
- Vision aligned with Globe's high aspirations and high expectations of self and others
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils

## Teaching and Learning

- Excellent classroom practitioner who ensures that their own classroom practice models best practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward
- Has 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 pupils
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice

## Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training
- This post is subject to an enhanced Disclosure & Barring Service check.