

Evelyn Grace Academy

Principal

Candidate Brief January 2012



Evelyn Grace Academy,
c/o ARK Schools,
65 Kingsway, London,
WC2B 6TD

January 2012

Dear school leader,

Thank you for taking the time to find out more about Evelyn Grace Academy in Brixton. This information pack will introduce you to the academy, ARK Schools (who sponsor the academy) and the role of Principal.

Evelyn Grace Academy opened in 2008 and moved into new, state-of-the-art accommodation in 2010, designed by world-renowned architect Zaha Hadid. When fully occupied, the school will run from year seven to sixth form. Its mission is to be an outstanding academy for all students. The ethos and core values are all designed to help students realise and fulfil their potential.

We are looking for a Principal to join the young academy and lead it towards future success, establishing an outstanding school in the heart of Brixton. The incoming Principal will replace the previous head, Peter Walker, who sadly had to step down after a successful tenure due to health reasons, and work alongside the current ARK Schools Executive Principal Sally Coates who is stewarding the school over the next two terms.

The staff at Evelyn Grace Academy are committed to achieving the schools vision of excellence, and there is a strong belief that this can be achieved. The school received a disappointing 'satisfactory' Ofsted rating in 2011 and we are now looking for a leader who has a passion for teaching and learning, excellent interpersonal skills and the commitment to do whatever it takes to move the school to 'outstanding'. The ideal candidate will understand the importance of community and parental involvement and establish an excellent working relationship with both groups.

The Principal will be a valued member of the ARK Schools network, and benefit from Principal peer support, extensive training and professional development opportunities. They will have access to ongoing assistance from Executive Principal Sally Coates, as necessary or requested.

If you would like to discuss the role or have any queries, please contact Alexia di Marco on 0203 116 0740 or alexia.dimarco@arkonline.org. We will also happily put you in touch with the current Executive Principal, Sally Coates, to hear more about the school and this exciting opportunity.

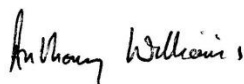
For additional information, please see www.evelyngraceacademy.org. To apply, please complete our online application form via <https://application.arkschools.net/?r=fmHWwPvS> by **9am on Monday 20th February**.

We wish you the best with your application.

Yours sincerely,



Lucy Heller
ARK Schools, Managing Director



Anthony Williams
Evelyn Grace Academy Chair of Governors

Sally Coates,
Executive Principal,
Evelyn Grace Academy,
255 Shakespeare Road
London
SE24 0QN

Dear applicant,

I am very happy to provide an introduction to Evelyn Grace Academy where I am Executive Principal and currently look after the day to day running whilst we await the appointment of a Principal.

The school has a huge amount of potential and it is a privilege to work in an academy within the heart of Brixton. The staff are hardworking and committed and are looking forward to the next stage of the academy's development as we move to our first Year 11 and the setting up of a Sixth Form.

You are welcome to come and have a look around the school and I am very willing to provide more details about the role on an individual basis. If you wish to contact me please do so via Alexia di Marco at ARK Schools on 0203 116 0740.

Yours sincerely,



Sally Coates
Executive Principal
Evelyn Grace Academy

About Evelyn Grace Academy

Evelyn Grace Academy opened in September 2008 for 180 year 7 students, and specialises in mathematics and sports. It is divided into two key stages (KS3 and KS4) under the overall leadership of the Principal. When fully occupied, the school will run from year seven to sixth form. Evelyn Grace Academy is based in state-of-the-art accommodation designed by world-renowned architect Zaha Hadid and won the RIBA Stirling Prize 2011.

The academy ethos was established on the expectation of:

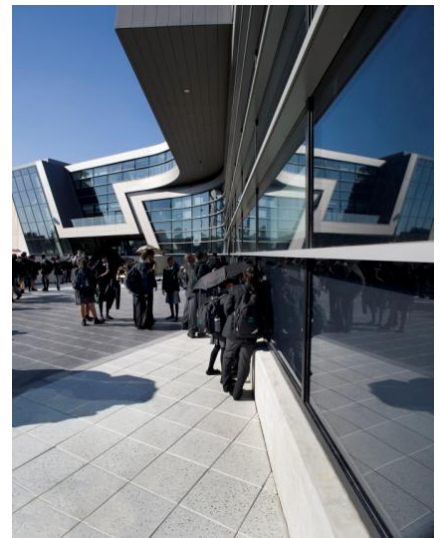
Excellence – a belief that all pupils will learn and every student can achieve excellence.

Self discipline – a belief that every student has the right to work and learn in an industrious, orderly and respectful environment.

Endeavour – a belief that all pupils will achieve great things through hard work. That means that pupils and staff do what it takes to get it right and to achieve excellence.

We expect all our students to leave the academy with the confidence and drive to enable them to achieve their ambitions and make a real contribution to society. Our priorities help realise this:

- Our culture and learning ethos teaches our students to be independent, self motivated, successful learners who participate fully in academy life.
- We set extremely high standards in the core subjects English, mathematics and science as well as in history, geography, modern foreign languages, sport, music and art.
- We expect impeccable standards of behaviour, dress and attendance at all times.
- Our students are encouraged to respect the diverse community and to develop a strong sense of social responsibility and respect for others.
- We help students acquire skills and aptitudes in leadership and entrepreneurship.
- We provide every student with the skills and qualifications at 18+ to go to university or follow the career path of their choice.
- We forge strong partnerships with parents and the local community to ensure that students achieve their full potential.



Curriculum

Depth before breadth

Evelyn Grace Academy believes that all children should leave school with a firm foundation in the key areas of English and mathematics. The academy believes it is important to put depth of the curriculum before breadth. The curriculum is designed to allow additional time to be spent on these subjects where necessary, so that every student acquires the high levels of numeracy and literacy needed to take on the full range of subjects with confidence. English and mathematics programmes provide extension classes for gifted and talented students and well structured programmes for those who require additional help to catch up.

Enrichment/Specialist programmes

Extensive specialist programmes in mathematics, sports and music are a key feature of the academy. The academy teaches the higher level mathematical concepts and skills which will be in high demand in the work places of the future. Evelyn Grace has employed a range of sports coaches to support and lead the delivery of aspects of this innovative programme. The sports programmes enable students to develop high skill levels and achieve success in competition in a wide range of team and individual sports.

The goal is to enable every student to first participate in a range of sporting and musical activities and then to have the opportunity to specialise in those areas where the individual student might have a particular interest or aptitude.

14 – 19 curriculum

The academy is looking to introduce a variety of exciting academic and vocational programmes for our students to follow through to examinations at 16+ and 18+. The emphasis is always on our aim to provide every student with the qualifications at 18+ to make real choices to go to university or take up a vocational training route. Evelyn Grace's ambition in this area is a key aspect of the new academy and the programme of university links and visits is an important part of this.

Evelyn Grace Academy is developing a range of challenging accreditations pathways to ensure that students are well prepared to go on to university.

While the academy expects every student to achieve a high standard by the end of Year 9, Evelyn Grace Academy will continue to support literacy and numeracy needs during the 14 – 19 phase if students have not achieved their target levels

About ARK Schools

ARK Schools runs a network of eleven academies in London, Portsmouth and Birmingham. ARK Schools was created in 2004 to work with the Department for Education and local authorities to create new schools offering exceptional opportunities to children in inner cities through the academies programme.

Our aim is to help close the achievement gap between children from disadvantaged and more affluent backgrounds. Our academies focus on raising attainment so that every pupil has a real choice of going on to higher education when they complete school. Our schools are non-selective, community schools for local children. They are non-denominational other than where they replace a school that previously had a religious affiliation. ARK's academies are generally situated in deprived urban areas – just under half of pupils at ARK secondary schools are on free school meals, compared to around 15% nationally.

The ARK Schools Network

ACADEMY	BOROUGH	OPENED	AGE	OFSTED	
				Predecessor school	Section 5 inspection
Burlington Danes	Hammersmith	2006	11-18	Special measures	Good
King Solomon	Westminster	2007	3-18	New school N/A	Outstanding
Walworth	Southwark	2007	11-18	Satisfactory	Good (with outstanding capacity to improve)
Globe	Southwark	2008	3-18	Special measures	Good (with outstanding capacity to improve)
Evelyn Grace	Lambeth	2008	11-18	New school N/A	Satisfactory
Ark	Brent	2008	3-18	New school N/A	Outstanding
Charter	Portsmouth	2009	11-18	Notice to improve	Good (monitoring visit)
St Alban's	Birmingham	2009	11-18	Good	Outstanding
ARK Atwood Primary	Westminster	2011	3 – 11	New school N/A	Pending
ARK Conway Primary	Hammersmith	2011	3 – 11	New school N/A	Pending
ARK Oval Primary	Croydon	2011	3 – 11	Special Measures	Pending

New schools: ARK is working with a number of governing bodies on proposals to open new primary academies in and outside London. We expect to open four secondary schools in 2012: Isaac Newton Academy in Redbridge and Bolingbroke Academy in Wandsworth, London, are new schools and Kings Norton High School in Birmingham and Elliott School in Wandsworth, both intend to convert to being ARK sponsored academies.

Our Vision

Our vision is to create a group of outstanding schools that radically improve our pupils' life chances. We want every pupil at an ARK academy to do well enough by the age of 18 to go to university or pursue the career of their choice. To achieve this we prioritise six key principles across our schools:

1. HIGH EXPECTATIONS

We set exceptionally high expectations for all our pupils which we reinforce constantly as they go through school. We believe every child can realise their potential with the right teaching and support.

2. EXEMPLARY BEHAVIOUR

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

All our schools aim for uninterrupted teaching and learning to make exceptional achievement possible. We don't accept excuses and we don't make any either.

3. EXCELLENT TEACHING

Nothing is more important than excellent teaching, underpinned by high quality professional development. We make intelligent and appropriate use of data to improve teaching and the curriculum and to ensure that no child is left behind. We draw on evidence and experience of the best ways to achieve excellent outcomes for all children.

4. MORE TIME FOR LEARNING

Our longer school day provides more time to embed core subjects and to extend the curriculum through enrichment. Our curriculum is planned to provide pathways from any level at entry to high achievement at exit.

5. DEPTH BEFORE BREADTH

A strong command of English and mathematics is a vital foundation for the whole curriculum. We prioritise depth before breadth, so that all pupils secure firm foundations in these core subjects as early as possible.

6. SMALL SCHOOLS

ARK academies are organised as small schools so that every pupil knows and is known well by every teacher within their small school. Positive relationships between pupils reinforce a culture of excellent behaviour and commitment to learning.

Achievement to Date

Secondary results

- ARK Schools has secured a fifth year of improved GCSE performances across its academies. ARK's five academies with GCSE results achieved an average rise of 11 percentage points over last year.
- Since each school opened as an ARK academy the average annual increase in pupils achieving five GCSEs at A*-C including English and mathematics is also 11 percentage points.
- ARK academies are now outperforming national attainment in the key subjects of English and mathematics. In mathematics, 73% of ARK pupils achieve A*-Cs compared with 59% of pupils nationally. In English 69% of all ARK pupils now achieve A*-C grades, compared with 65% nationally.
- Overall 61% of our pupils achieved five good GCSEs with English and maths, ahead of the national level of attainment (58%, 2011).

% pupils passing 5 GCSEs A* - C (including English and Maths)	Opened	2009	2010	2011	Percentage point increase 2010 - 2011	Average annual percentage point increase since opening as ARK academy
Burlington Danes	2006	50	67	75	8	9
Walworth	2007	45	59	70	11	11
Globe	2008	35	42	45	3	6
St Alban's	2009	31*	50	67	17	19
Charter	2009	21*	24	39	15	9
Average across ARK Schools					11	11

*Denotes result for predecessor school

Primary results

- At King Solomon, Ark and Globe Academies key stage one pupils achieved results well above local and national averages in every subject in 2011. Despite starting from relatively low baselines, an average of 68% of pupils reached level 2a across their subjects, compared with 43% of pupils in primary schools nationally.
- In Globe Academy 93% of pupils achieved Level 4+ in English and maths - 10% above the national average.
- King Solomon Academy and Ark Academy are both rated as 'outstanding' by Ofsted.

Sixth form results

- More than two thirds of ARK's first Sixth Form cohort, at Burlington Danes Academy, secured places at their first choice university. Students are going to leading institutions including Warwick, Bristol and King's College London.

Job Description: Principal

Reports to: Chair of Academy Governing Body and the Managing Director, ARK Schools
Start date: September 2012, or earlier if possible
Salary: Highly Competitive

The Role

The Principal will ensure the academy provides an outstanding education for all pupils. The academy is divided into Key Stage 3 and Key Stage 4 under the overall leadership and management of the academy Principal, who works with the senior team to establish outstanding teaching and learning and a strong school culture.

Key responsibilities

- Leadership of the academy and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Establishment of the vision, ethos and strategy for the academy
- Leadership of effective external relationships, including with the community and other stakeholders
- Contribution to the overall direction of the ARK Schools network.
- Outcomes and activities

Personal Leadership and Coaching

- Recruit, train, motivate and mentor all staff
- Instil an ethos of high expectations for behaviour and achievement of all pupils
- Lead the development of the academy curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body
- Develop partnerships with other local schools and the local authority to ensure that the vision for regeneration in the area is realised.

Coordination of the Vision and Strategy

- Oversee staffing allocation, including support staff, across the academy
- Coordinate cross-academy responsibilities among the senior leaders and staff
- Ensure robust operational systems are in place that support the academy's efficient functioning
- Through the Finance and Resources Function, oversee the academy finance, facilities, catering, resources and across the academy

Development of the ARK Academies Network

- Share innovation and work with others in the network to develop good practice.
- Peer mentor other Principals.
- Help shape or lead education initiatives across the ARK network.

Other

- Undertake any other professional duties as set down in the ARK Schools pay and conditions of service document.
- Undertake any other responsibilities as directed by the Managing Director of ARK Schools and the Chair of the Governing Body.

Person Specification: Principal

Qualification Criteria

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

Experience

- Strong track record of excellent leadership, and having made a significant contribution to developing a school that provides an outstanding education for its students (ideally in a challenging urban environment) through its leadership, ethos, teaching and results.
- Experience of school leadership (at least at deputy head level or equivalent)

Behaviours

Leadership

- Effective management style that encourages participation, innovation and confidence.
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance.
- Ability to develop the leadership skills of others.
- Strong interpersonal, written and oral communication skills.
- Takes personal responsibility for their own actions.
- Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction.
- 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 and staff.

Vision and Strategy

- Vision aligned with ARK's high aspirations and high expectations of self and others
- Clear vision and understanding of how to implement and sustain high quality education in an inner city school. Including: strategically leading all aspects of the academy, such as training, curriculum, learning, administration, finance and communication
- Clear vision and understanding of the strategies to establish consistently high standards of behaviour in an inner city school and commitment to relentlessly instilling these strategies
- Excellent organisational skills and ability to delegate
- Use of data to inform and diagnose weaknesses that need addressing
- Ability to work collaboratively with partner stakeholders, agencies and peers in the ARK Schools networks.

Leading External Relationships

- Ability to work collaboratively with partner stakeholders, agencies and peers in the ARK Schools network.
- Other
- This post is subject to an enhanced Criminal Records Bureau disclosure.

ARK Schools staff benefits

We are committed to recruiting, developing and supporting excellent staff within the network. Alongside our continued focus on professional development through the Summit, Hub Days and the Training Menu we also offer a variety of other benefits. These benefits have been chosen to help our employees develop professionally, plan their finances and look after their wellbeing.

MA bursary - ARK Schools offers teaching staff the opportunity to further their knowledge and understanding of education through a subsidised part-time MA at King's The MA bursary covers the majority of the circa £4,000 course fee, with teachers expected to contribute just £1,000.

ARK Rewards – ARK Schools has a discount scheme for all employees. Employees can access up to £1,000 in savings a year from over 3,000 major retailers, receive up to 40% discounts at a wide variety of gyms and sign up for a money back healthcare programme.

- **Discounts** – Save up to £1,000 a year through store discount cards, or cashback with online shopping.
- **GymFlex** – Save up to 40% at your local gym.
- **Healthcare** – This low cost plan gives you money back towards the cost of your optical bills, dental costs and consultations.

Interest Free Loans – ARK Schools offers employees up to £5,000 in interest free loans for season ticket or bicycle purchases.

Childcare Vouchers – All employees are eligible for tax free childcare vouchers as part of a salary sacrifice scheme.

International development opportunities – In spring 2011 the mathematics leads from across the network visited Singapore in order to examine and share best practice. There have also been on several other trips this year – the staff from King Solomon Academy visited the best charter schools in New York and the primary leaders from across the network also visited various charter schools in New Orleans.

Suggest a Candidate Scheme – ARK Schools rewards employees for nominating candidates who are successful in being offered (and accepting) a role in an ARK School.

ARK Schools, 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. This process is outlined below, but can be provided in more detail if requested.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (CRB). 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.

Shortlisting

Only those candidates meeting the right criteria will be taken forward from application.

Interview

1. Longlisted candidates will be subject to a screening interview at ARK. Those shortlisted will take part in an in-depth interview process including a lesson observation.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

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 safe guarding and relationships with pupils.