



# Evelyn Grace Academy

## Head of Chemistry

Candidate Brief  
January 2012



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

**January 2012**

Dear candidate,

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 Head of Chemistry.

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 culture and ethos, learning and teaching, small school model and core values are all designed to help students realise and fulfil their potential.

We are now looking to hire an outstanding Head of Chemistry to work across the academy, manage staff in their department, model excellent practice and lead the subject and its curriculum development. The ideal candidate will have experience of raising attainment in their subject and will have experience of successfully leading, coaching and managing staff.

If you would like to discuss the role or have any queries, please contact Holly Harris on 0203 116 0894 or [holly.harris@arkonline.org](mailto:holly.harris@arkonline.org).

For further information, please visit [www.evelyngraceacademy.org](http://www.evelyngraceacademy.org). To apply, please complete our online application form via: <https://application.arkschools.net/?r=rpqNsgpf> by **9am on Monday 20<sup>th</sup> February 2012**.

We wish you the best with your application.

Yours sincerely,



**Sally Coates**  
Executive Head

## 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.



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

**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
<b>Burlington Danes</b>	2006	50	67	<b>75</b>	8	9
<b>Walworth</b>	2007	45	59	<b>70</b>	11	11
<b>Globe</b>	2008	35	42	<b>45</b>	3	6
<b>St Alban's</b>	2009	31*	50	<b>67</b>	17	19
<b>Charter</b>	2009	21*	24	<b>39</b>	15	9
<b>Average across ARK Schools</b>					<b>11</b>	<b>11</b>

\*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: Head of Chemistry**

**Reports to:** Consultant Subject Leader of Science  
**Start date:** April 2012  
**Salary:** Highly Competitive – ARK MPS (+2.5%) + TLR

### **The Role**

Manage the professional community of chemistry teachers to ensure high attainment of their subject across the academy.

### **Key responsibilities**

- Subject coordination across the academy
- Lead the professional community of subject teachers and leaders in the academy
- Quality teaching and learning of their subject across the academy
- Curriculum setting and assessment across the academy as agreed with each vice principal/head of school.

### **Outcomes and activities**

#### **Subject Coordination across the Academy**

- Leadership and support of all other subject teachers within the academy.

#### **Leadership of the Subject Community**

- Assisting in the professional development of teachers including inset training as may be appropriate
- Supervising and supporting beginner teachers and Newly Qualified Teachers as appropriate
- Developing strong partnerships and ensuring regular and productive communication with parents.

#### **Teaching and Learning**

- Establish subject development plan, target setting and review
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Manage departmental budget and resources effectively and efficiently.

#### **Curriculum setting and assessment**

- Develop a syllabus and schemes of work for all year groups, in line with National Curriculum requirements, that are inspiring for learners and teachers alike
- Monitor and assessment of teaching and learning
- Set regular, measurable and significant assessments for the students
- Establish agreement for monitoring and evaluation of student progress
- Maintain accurate pupil data that can be used to make teaching more effective.

#### **Academy Culture**

- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop an academy culture and ethos that is utterly committed to achievement.

### **Other**

- Undertake other various responsibilities as directed by the vice principal/head of school or Senior Manager.

## **Person Specification: Head of Chemistry**

### **Necessary Qualification Criteria**

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

### **Desirable Experience**

- Experience of raising attainment in a challenging classroom environment
- Experience of establishing a high achieving department within a large and complex school environment
- Experience of leading, coaching and managing staff
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc.

### **Desirable Behaviours**

#### **Leadership**

- Effective team worker and leader
- 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, 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 pupils.

#### **Leading the Curriculum**

- Able to establish curriculum development, assessment, coordination and coaching
- Has good communication, planning and organisational skills
- High expectations for accountability and consistency.

#### **Leading the Learning**

- Excellent classroom practitioner and mentor
- Effective and systematic behaviour management, with clear boundaries, sanctions, rewards and praise.

### **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.