



# Modern Foreign Languages Teacher

Information Pack  
February 2012



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Dear applicant,

Thank you for taking the time to find out more about Ark Academy in Wembley Park and the possibility of teaching here. Included in this information pack is information about the academy, ARK Schools (who sponsor the academy) and the role of Modern Foreign Languages (MFL) teacher.

Ark Academy, rated as Outstanding in its last Ofsted inspection, opened to reception pupils in September 2008 in high quality, specialist designed temporary accommodation. Ofsted stated that *“Pupils make outstanding progress in their studies. They greatly enjoy coming to school and attendance is high. Pupils behave well and they respond enthusiastically to the growing team of dedicated staff.”* (November 2010).

In September 2010 the brand-new, all through, academy was founded; as the first year 7 intake arrived and the new buildings were completed. The academy is growing year on year and in September 2012 the first cohort of year 9 students will begin GCSE courses. This is an exciting opportunity to be part of a new school that has the highest expectations of pupils and is striving for absolute excellence in its staff, the environment and teaching lessons.

This is a unique opportunity to join a community of staff striving to create an outstanding comprehensive school. The MFL teacher will be responsible for planning and delivering outstanding lessons and achieving excellent results for their students. The successful candidate will be an outstanding teacher of Spanish and French with experience of raising attainment and maintaining high expectations for all pupils. They will be an effective team worker, and will have a vision aligned with ARK’s high aspirations and high expectations of self and others.

For further information please visit [www.arkschools.org](http://www.arkschools.org). To apply, please complete the online application form found at: <https://application.arkschools.net/?r=7XHYCKNJ> by **9am on Friday 9<sup>th</sup> March 2012**.

If you would like to discuss the role, please contact Joanne Stuart on 0208 385 4370 or [j.stuart@arkacademy.org](mailto:j.stuart@arkacademy.org). If you have any technical issues with the application form, please contact Holly Harris on 0203 116 0894 or [holly.harris@arkonline.org](mailto:holly.harris@arkonline.org).

I wish you the best with your application.

Yours sincerely,



**Delia Smith, OBE**  
**Principal, Ark Academy**

Ark Academy is a mixed, non-selective, non-denominational school, specialising in **mathematics** and **citizenship**. When the school is fully open it will provide 1,630 new school places, comprising:

- 60 nursery places
- 420 primary places
- 1,150 secondary and sixth form places

Alongside the primary students, that academy had an initial cohort of 180 year 7 pupils who were organised into 8 classes of approximately 23 pupils per class. Currently, the secondary school has year 7 and 8 pupils and in September 2012 the first cohort of year 9 pupils will begin GCSEs.

Ark Academy's school day runs from 8.30am-5pm (except on Fridays) for secondary pupils, providing an extended curriculum and a range of enrichment opportunities to engage the talents and interests of the students and give extra support where necessary. The academy particularly encourages all students to extend their musical and sporting/fitness involvement after school and all pupils are expected to engage with the enrichment provision from Monday – Thursday.

### **Curriculum and assessment**

The extended curriculum enables pupils to cover both depth and breadth in the curriculum. The academy teaches the core skills of English and mathematics on a daily basis further supported by the emphasis on daily reading and our mathematics specialism. Science also has a high priority. In addition, all other major subjects of the National Curriculum are taught to ensure breadth and a stimulating learning environment. Tracking pupil progress, moderation of student standards and setting stretching targets for every child is at the heart of assessment practices. Key pupil interventions and adjustments to the curriculum planning stem from our detailed knowledge of pupil learning.

### **Student Support**

Ark Academy follows small school ethos through the Year and House Systems, which ensures that every child's needs and progress are intimately known. The academy also supplements a strong sense of belonging and Ark Academy identity through the development of a House System supporting the enrichment and rewards systems.

### **New buildings**

The buildings were designed by award winning architects Studio E (who created the successful design for City of London Academy in Southwark) and are organised to support calm and ordered learning. Pupils have access to specialist indoor and outdoor sports facilities, excellent science, ICT facilities, music, Design and Technology, art and drama studios and a 150 sqm, well stocked and up to date library as well as inviting and well-equipped classrooms.

The excellent new sporting facilities also benefit the surrounding community. The existing London Transport owned playing fields are part of the school and have been upgraded and are available for community use outside school hours at affordable rates.

The school's innovative design is built to high environmental standards.

## 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 will be opening a number of primary schools as academies in London and across the UK (with specific locations to be finalised). Furthermore, four secondary schools will also be opening in 2012, including Isaac Newton Academy in Redbridge, Essex and Bolingbroke Academy in Wandsworth, London.

## 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.

### 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.

### 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

### 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: Modern Foreign Languages Teacher**

**Reports to:** Head of MFL  
**Start date:** September 2012  
**Salary:** Highly competitive

### **The Role**

To deliver outstanding teaching and learning of MFL and achieve excellent results for their students and impact on the academy more widely.

### **Key responsibilities**

- Plan, resource and deliver lessons to a high standard that ensure real learning takes place and students make good progress
- Provide a nurturing classroom and academy environment that helps students to develop as learners
- Help maintain discipline across the whole academy
- Contribute to the effective working of the academy
- Contribute to the enrichment/intervention provision

### **Outcomes and activities**

#### **Teaching and Learning**

- With direction from the Head of MFL, plan and prepare effective teaching modules and lessons
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Use regular assessments to monitor progress and set targets
- Respond accordingly to the results of such monitoring
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications

#### **Academy Culture**

- Help create a strong academy community, characterized by consistent, orderly behaviour and caring, respectful relationships
- Help develop a small school/department culture and ethos that is utterly committed to achievement

### **Other**

- Undertake other various responsibilities as directed by the Head of MFLs or Principal

## **Person Specification: Modern Foreign Languages Teacher**

### **Qualification Criteria**

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

### **Experience**

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities

### **Behaviours**

#### **Leadership**

- Effective team worker and leader
- High expectations for accountability and consistency
- 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

#### **Teaching and Learning**

- Excellent classroom teacher
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- 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 on-going professional development and training to establish outstanding classroom practice

### **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 the academy. Those shortlisted will take part in an in-depth interview process including a lesson observation where appropriate.
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.