



English Teacher Information Pack

February 2012



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Dear applicant,

Thank you for taking the time to find out more about King Solomon Academy Secondary School in Westminster and the possibility of teaching here. Included in this information pack is information about the academy, and the role of English teacher.

The academy is an all through school and the secondary school opened in September 2009 with just 60 Year 7 pupils. The secondary school currently serves students up to year 9 and will continue to grow in this way year on year. This is an innovative school with staff willing to do whatever it takes to change our pupils' lives. Ofsted have rated the school as outstanding.

As a growing school, we are now recruiting for an enthusiastic and talented English teacher, to join our passionate team of teachers. This is an exciting opportunity for a teacher looking to become an expert in developing pupils in the subject which will have the greatest impact on the futures. There is also the chance to be involved in the development of the academy's Key Stage 4 English curriculum and teaching, as the academy's first cohort of students will progress to year 10 in September 2012.

The school has a focus of mastery of English in Year 7 and throughout Key Stage 3 and we would welcome applications from primary trained teachers with expertise in literacy. At KSA, we believe English is critical and we devote the time (up to 12 hours a week of English in Year 7) to make extraordinary progress.

This is a unique opportunity to join a community of staff creating an outstanding comprehensive school. The successful candidate will have the relevant experience for the post, the drive and enthusiasm to help get students and staff involved with their department and the flexibility to work around and during school hours. Central to King Solomon's values is establishing an academy of outstanding teachers who are committed, skilled and passionate about their work and have an absolute belief that all children can and will achieve.

To apply, please complete the application form via <https://application.arkschools.net/?r=QITVxK9j>. Applications will be reviewed as we receive them, so please apply early to avoid disappointment.

For further information about the academy, please go to www.kingsolomonacademy.org. If you have any queries please contact Holly on 0203 116 0894 / holly.harris@arkonline.org.

I wish you the best with your application.

Yours sincerely,



Max Haimendorf
Secondary School Headteacher
King Solomon Academy

About King Solomon

King Solomon Academy (KSA) is an all-through school for 3 - 18 year olds in Lisson Grove. It opened in September 2007 with two reception classes and is growing each year, until there are classes for children from nursery age right through to sixth form. The secondary school opened in 2009 with year 7 pupils.

Pupils and their immense potential are at the heart of the academy. They live and work by the philosophy that there are no excuses and no short cuts to success, and promote excellence in every aspect of academy life.

King Solomon Academy has achieved an outstanding rating from Ofsted for the whole academy (primary and secondary). This is a truly remarkable achievement for an academy that opened just two years ago.



Among the points highlighted by the Inspectors in the academy's first full inspection report since opening, they say:

“King Solomon Academy is an outstanding and unique 21st century school”. Among many other points Ofsted praise KSA's creation and inspiration of "a community of enthusiastic learners, who are passionate about achieving academic excellence."

The KSA ethos, their beliefs that guide how they act as a community:

- Every child has the potential to excel
- It is through hard work and discipline that success is achieved
- Outstanding teachers, willing to do whatever it takes, can transform pupils' lives
- School should be a caring, safe place where pupils are happy
- Our pupils' parents are our most important partners

Students entering the school agree to follow two school rules:

- Work hard
- Be nice to others

About English at KSA

We believe that “English is Everything”. We have 30 minutes of silent sustained reading for every pupil every day, and 10-13 hours of English per week at Key Stage 3. English teachers lead their pupils academically and pastorally because they see them for at least two hours every day.

We set the highest goals for our pupils. We believe that to access A-levels in rigorous subjects our pupils need to gain at least a B grade in GCSE. In order to access GCSEs they need at least a level 6c in English at the end of Key Stage 3. As such our task is to take every and any child and guide them to this point or higher over the first three years of secondary school. We are committed to doing whatever it takes to make this

happen. Our relentless efforts in English are driven by our knowledge that literacy drives achievement in all other subjects and that we serve our pupils best by creating mastery of literacy in our pupils.

Our classrooms are adorned with Shakespeare play posters. We study unabridged Shakespeare from Year 7 because we believe that Shakespeare is critical to understanding the English language and that pupils aspirations, self esteem and expectations are raised by studying such demanding texts. We make sure we do whatever it takes to make sure that pupils can access Shakespeare and learn from this study. We put on a whole school Shakespeare play each year. We have so far produced Macbeth, A Midsummer Night's Dream and The Merchant of Venice, all unabridged. Examples of previous productions can be seen at www.macbeth2016.com, www.merchant2016.com, and www.dream2017.com.

As we start Key Stage 4 English in September, the new English teacher would join the school at an exciting time as we develop the deep academic ability in literature which will set up our pupils well for success in Key Stage 4 and 5.

We study whole class novels and teach grammar explicitly. Those arriving furthest behind benefit from small group tutorials. We use Accelerated Reader to compliment and track our silent sustained reading time. Every member of the staff loves to read.

Facilities

King Solomon Academy is based in state-of-the-art, purpose built buildings. The original Grade II listed buildings, previously the North Westminster Community School have been extensively refurbished and expanded providing:

- Accommodation for 660 junior, middle and upper school pupils
- A multi use games area with flood lighting for year round use
- A new sports building with excellent indoor sports facilities and equipment
- A well equipped design and technology suite
- On site catering facilities to provide high quality hot meals every day
- A brand new infant school for 180 reception and key stage one pupils with a sixty place nursery



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: Three new secondary schools will be opening in 2012 as part of the ARK Network: Isaac Newton Academy located in Redbridge in Essex, Bolingbroke Academy located in Wandsworth in London, and Kings Norton Academy located in Birmingham. A number of primary schools will also be opening as part of the Network, in London and Birmingham.

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.

Benefits for Staff

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 cash 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.

Job Description: English teacher

Reports to: Year team Leader/Lead Teacher of English
Start date: September 2012 (with earlier training and summer school involvement)
Salary: ARK MPS (Inner London MPS + 2.5%)

The Role

To provide outstanding teaching and learning of English to ensure high attainment of their students.

Key responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Academy

Outcomes and activities

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from Lead Teacher, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable and significant 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.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Academy Culture

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

Other

- Undertake other various responsibilities as directed by the Headteacher.
- Undertake the main professional duties of a teacher as set out in the ARK Schools pay and conditions of service document.

Person Specification: English teacher

Qualification Criteria

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

Skills and attributes

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

Leadership

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Vision aligned with KSA'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 practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Alignment with KSA vision

- Relentless drive to do whatever it takes to ensure all students succeed.
- The belief that with the right environment more than 95% of our pupils are able to excel at University.
- The courage and conviction to make a difference.

Communication skills

- The ability to listen and communicate effectively.
- Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.
- The ability to influence and motivate others.

Problem solving

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.
- Make fact-based decisions.

Resilience

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

Results and learning orientation

- Awareness of own strengths and limits.
- Commitment to ongoing improvement and learning.
- A passion for teaching subject.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

Other

- This post is subject to an enhanced Criminal Records Bureau disclosure.

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. Candidates will be subject to an in-depth interview (of which there may be two such sessions; a screening at ARK followed by academy specific interview and, where appropriate, 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 academies 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.