



# English Teacher Candidate information brief

Dear candidate,

Thank you for taking the time to find out more about King Solomon Academy and the possibility of joining us. Included in this information pack is information about the academy and the role of English teacher.

KSA is a pioneering school looking to hire exceptional people. This is a unique opportunity for an ambitious and high-performing English teacher who is committed to pushing themselves further and achieving amazing things with and for their pupils. We believe in high expectations and a sense of collaborative and positive enthusiasm which brings out the best in our team. Through weekly coaching and time allocated to professional development we can help our teachers excel in creating a successful environment for our pupils.

KSA is a rare example of a genuinely all-through school, with one curriculum, culture, staff body and leadership team supporting our pupils' journey from nursery to university. Our approach to English is exceptionally successful. We prioritise fostering a love of reading in Primary and early Secondary so that pupils arrive to the study of literature with a genuine passion for reading and learning. We devote time and capacity to ensuring mastery of all aspects of language so that pupils are confident expressing themselves in any context. Our methodology has led to consistently impressive KS4 outcomes. Every year for the last six years our English progress has been in the top 1% of all schools. In our last published results in 2019, we achieved 51% 7 or above and 90% 5+ in English Literature. At A-Level, we achieved 100% A\*-C and our English Literature A-level course is passionately studied by a group of committed sixth form students who are currently on track for very high grades.

We are also proud of all the other achievements our pupils have made which are not captured by these grades: their performances in the Speak Out Challenge, in Twelfth Night as part of the Shakespeare Schools Festival, their confidence in writing personal statements that gain them access to the top universities in the country.

This role represents the opportunity for an English teacher to immerse themselves in a highly developmental environment and achieve true greatness in their teaching. We seek an experienced A Level teacher who is able to combine subject passion with an ability to coach and develop others to deliver excellent outcomes at A Level. We wish to grow our English A Level cohort by fostering a love of reading and of challenging ideas, and seek a teacher who is able to support the existing English team to create a community of independent and creative thinkers in Sixth Form.

To apply, and to see more information about the school and this role please visit <http://kingsolomonacademy.org/current-vacancies>. The deadline is 11am on Thursday 24th March. To discuss the role, please feel free to email the Principal's PA, Shaheen Riaz ([s.riaz@kingsolomonacademy.org](mailto:s.riaz@kingsolomonacademy.org)) or phone on 02075636901.

We wish you the best with your application.

Yours sincerely,



**Max Haimendorf**  
Principal

## Principal – Max Haimendorf

Max Haimendorf graduated from Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following work at Teach First central office he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016. He was awarded an OBE for services to education in the Queen's Birthday Honours of 2020.



*“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”*

## Vice Principal

Siobhan Crompton graduated from the University of Cambridge with an BA in Modern and Medieval Languages and later completed a Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 as a teacher and has since performed various roles in the school, including Head of All-Through MFL and Assistant Principal. She was made Vice Principal in September 2020 and leads on the curriculum and teaching and learning.



## **Positive Action and inclusive recruitment at KSA**

We are keen to bring new perspectives and backgrounds into our school to build a diversity of thinking so that we can build the best school possible. Following an analysis of our teaching body, we are actively welcoming qualified candidates from Black and Ethnic Minorities, as they are currently under-represented amongst our teachers. This is particularly important given the diverse community we serve.

We want to make applying to and working at King Solomon Academy as inclusive as possible, and have a variety of systems in place to ensure that our approach is as fair and open as possible:

- Transparent application procedure, including a well signposted interview day, which tells candidates how they will be assessed and how they can prepare
- ‘Blind’ screening of applications, discounting identifying characteristics when shortlisting, in pairs
- Diversity and Inclusion training for senior leaders involved in recruitment
- Interview processes which include a range of leaders to avoid any individual bias
- Discussion with the Staff Working Group (staff consultative body) to ensure the recruitment process is inclusive.

# **Job Description: English Teacher**

**Start date:** September 2021

**Contract type:** Permanent

**Salary:** Ark MPS/UPS (Inner London)

## **The Role**

To provide outstanding teaching & learning to ensure exceptional progress of their students.

## **Key responsibilities**

- Prepare, deliver and assess learning to a high standard, ensuring great outcomes.
- 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 the Head of English, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable & 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.
- For candidates who demonstrate that they are ready to do so, the opportunity to coach and develop other members of staff.

### **Academy Culture**

- Help create a strong academy community, characterized by consistent, orderly, caring and respectful relationships
- Help develop a small school culture and ethos that is utterly committed to achievement
- Class teacher (teachers will usually be required to perform the role of form teacher / class teacher):
  - Create and sustain a positive class culture
  - Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
  - Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents

## **Other**



- Undertake other various responsibilities as directed by the Principal.

## **Person Specification: Head of Business**

### **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
- *Experience of teaching A-Level is desirable*

### **Skills and attributes**

We are looking for alignment to our KSA values or at the very least, a candidate's clear, demonstrable capacity to develop them:

#### **“Aiming high”**

- Evidence of sustained impact in middle leadership
- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

#### **“Working together”**

- Works effectively as part of a team
- Seeks out opportunities to build on own and others' strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

#### **“Being kind”**

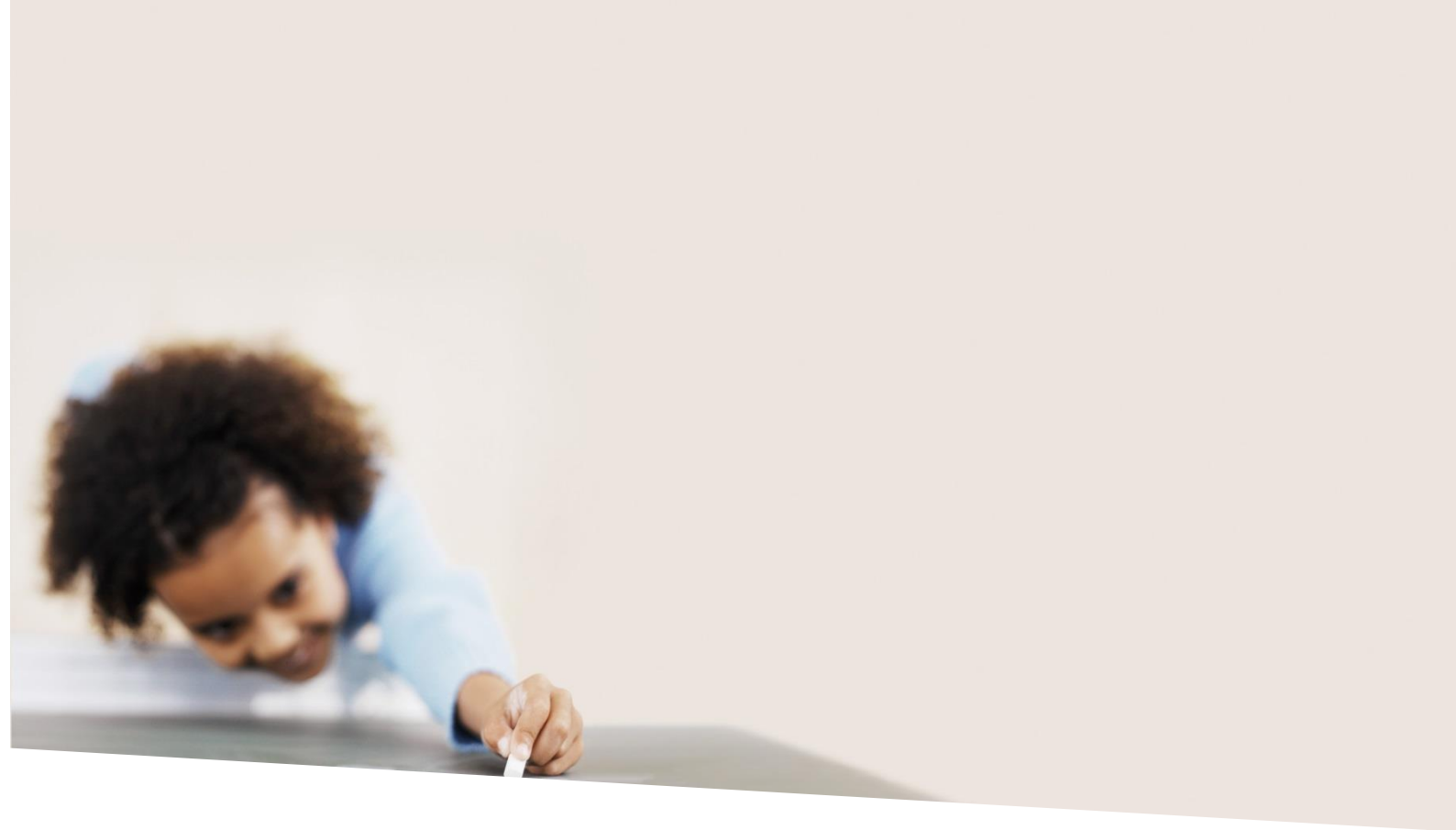
- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others

#### **“Leading the way”**

- Has a passion for working with children
- Is a positive role model to others
- Is brave
- Shows initiative
- Feels passionate about creating a better future.

### **Other**

This post is subject to an enhanced DBS check.



## Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 36 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

***Ark runs a number of additional programmes, including:***

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCos
- New Teacher induction

Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes and offers teachers and support staff a comprehensive range of school-based first class professional development opportunities.

## **Ark 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.

### **Disclosure**

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

### **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.