



Ark



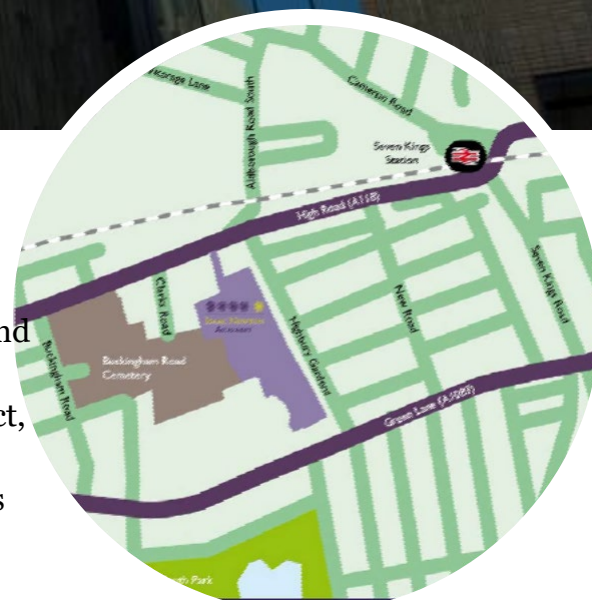
ISAAC NEWTON
ACADEMY

Head of Physics or
Lead Practitioner
of Physics



About Isaac Newton Academy

INA is based in new buildings between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.



Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls, and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary school has grown year on year and we now have 1200 11–18-year-olds (including 250 students in the Sixth Form). In September 2014, Isaac Newton Academy opened a three-form entry primary school in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group and, like the secondary school, it has grown a year group at a time. From September 2020, we now have children in Reception through to Year 6.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The new Academy will thus serve a critical, long term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.

Dear Candidate,

I am delighted to introduce you to Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision to 'equip every student with the knowledge, learning power and character necessary for success at university and beyond'. Commitment to our vision has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Isaac Newton Academy and will build on the successes already enjoyed by the school.

My vision for the community is to strive to ensure that the students and families we serve continue to receive excellent levels of care and academic support, whilst pushing new boundaries in pursuit of the ambitions I have for the academy and community. These ambitions will be fulfilled by each person in our community committing to our BRIDGES values, displaying a growth mindset, and believing that our aspirational vision can be achieved by all. Ultimately, I want to help lead a legacy of pioneers who will positively change the world around them.

I wish you the best with your application.



Morgan Haines
Principal



Our Vision

We are proud to have an ambitious vision that aims to equip every student with the knowledge, learning power and character necessary for success at university and beyond.

To achieve our vision, we believe in strong foundations that are rooted in the following:

- A curriculum that is rich in knowledge and develops mastery in each subject discipline, as well as intentionally building character.
- Excellent teaching and learning at the core, where we afford significant time in developing our staff to be experts in their subject.
- Have the highest standards of professionalism and behaviour so that learning time is always maximised.
- Build relationships that ensure everyone feels safe and included to express themselves.
- Create an environment whereby discovering passion and purpose is intentionally cultivated.



Student centred approach

Our learning community is a vibrant learning community that places students at the heart of all that we do. We fundamentally believe that the most important aspect of academy life is to create a learning environment that cultivates a feeling of safety, which intentionally builds confident and happy learners. We know that everyone has the potential to grow their intelligence, improve performance and expand their learning power through hard work. Our student-centred approach is achieved through the following key things:

- A commitment to providing extensive pastoral support, whereby all students have a tutor, pastoral leader, and a member of the senior leadership team responsible for their well-being and academic progress.
- A specialist inclusion and safeguarding team that ensures the right support and interventions are given to those students who need them most.
- Investment in external mental health provision.
- Dedicated curriculum time given to developing the character of our students through our BRIDGES curriculum.
- Ensuring student leadership and voice has an active and prominent role across the academy, which helps influence and make decisions about academy life.
- An environment that celebrates diversity and emphasises the importance of inclusion at all levels; whereby tolerance and mutual respect are key aspects of our community

BRIDGES at Isaac Newton Academy

At INA, we know that developing our students' character crucial to them living happy, fulfilling, and successful lives. Our Bridges programme develops the following learning dispositions and characteristics:

"We build too many walls and not enough bridges"

Isaac Newton

CHARACTERISTIC

SHOWN THROUGH

BRAVERY

courage, creativity, leadership, experimentation, risk-taking, optimism

RESOURCEFULNESS

remembering, making connections, transferring, gathering, recycling,

scavenging, questioning, reasoning, imagining, imitating

INTEGRITY

fairness, humanity, justice, citizenship, honesty, humility

DISCOVERY

curiosity, open-mindedness, enthusiasm, energy, noticing

GRIT

patience, persistence, resilience, determination, managing distractions, perseverance, concentration

EMOTIONAL INTELLIGENCE

listening, empathy, collaboration, sociability, reflectiveness, imagining, understanding, openness

SELF-DISCIPLINE

organisation, hard-work, patience, absorption, practicing, focus, prioritising, planning, prudence, revising, self-regulation, independence, motivation



About Ark

Ark is an education charity set up in 2004 to create a network of high achieving, non-selective, inner-city schools where all pupils, regardless of their background or prior attainment, achieve highly enough by age 18 to have real choices: to go on to university or the career of their choice. Ark has no faith affiliations.

All ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network operates 39 schools in the UK across London, Portsmouth, Birmingham, and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

A Commitment to Encourage Diversity

Ark is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

About the department

At Isaac Newton Academy, we believe that there is a unique opportunity to ensure that Science is taught correctly from the beginning. It is our aim to ensure that the scientific knowledge and understanding required at A-level has its roots in the material taught right from the beginning of the student's secondary school experience. By embracing the concept of depth-before-breadth and teaching extended Science topics, we aim to provide every student with the foundations for success in science during and beyond secondary school. Our curriculum has practical science at its heart and we strive to ensure that Science is taught in a hands-on manner where students are taught to think critically and highlight the importance of experimental evidence. We take every opportunity to inspire and engage our students, providing opportunities for investigation and discovery and are committed to enriching the curriculum with out of class learning opportunities.

We have a significant number of Key Stage 5 Science groups in 2020-2021 including a growing Applied Science BTEC provision where many students choose a science related destination for university and this is an exciting opportunity to contribute to the continuing development of the A-Level Science curriculum as we grow and develop our sixth form Science provision.



Job Description – Head of Physics or Lead Practitioner of Physics

Reports to: Head of Science
Start date: September 2022
Location: Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY
Salary: MPS/UPS (£30,663- £47,600) plus TLR, dependent on experience
Closing Date: 8am, Monday 23rd May 2022

The Role – key responsibilities

- To lead and manage the subject area
- To be accountable for student progress and attainment levels within the subject area
- To ensure that strategies are in place to maximise levels of attainment in Physics for all students at KS4 & KS5
- To take responsibility for the development of Physics across the Academy
- To develop and enhance the practice of other members of staff in the subject area
- To actively promote the academy and liaise with outside agencies as necessary, representing the Academy or ARK as appropriate
- To maintain a presence around the school to ensure that the highest standards of behaviour and site-usage are upheld
- To communicate and liaise with staff, students, parents, governors, and members of the local community as appropriate
- To be active in issues of staff and student welfare and support
- To maintain a teaching timetable, modelling outstanding practice in terms of classroom teaching, preparation, marking and assessment
- To demonstrate a commitment to Equality of Opportunity for all members of the Academy's community

Curriculum and Assessment

- To design and continually review an engaging and challenging Physics curriculum that enables all students to enjoy the subject and achieve at the highest level, supported by detailed schemes of learning which ensure consistency and coherence across Physics teaching
- To teach and model the delivery of outstanding lessons that motivate and inspire students, equipping them with the knowledge and skills needed to achieve at the highest levels
- To review and develop the curriculum, involving subject staff and students
- To keep up to date with national developments in the subject area at each key stage and teaching practice and pedagogy
- To liaise with partner schools, feeder schools, universities, and HE institutions, sharing and gleaning best practice and using it to inform the practice of the subject team
- To actively monitor and respond to curriculum developments and initiatives at national, regional, and local levels and to disseminate this knowledge to staff
- To set, oversee and evaluate regular, relevant, and diagnostic assessments for students ensuring that they are carried out consistently by all subject staff and standardised /moderated thoroughly

- To ensure that all student data is understood, interpreted, and utilised by all subject staff to modify planning and personalise support
- To ensure that a comprehensive and rich programme of enrichment and extension activities and trips and visits are offered to and taken up by students
- To play an active role in Physics teacher networks, e.g. in Redbridge and at ARK
- To ensure that statutory requirements are met
- To ensure that all subject staff are marking, assessing, and providing feedback in line with best practice and Academy policy at all times
- To be a teacher of reading (along with all Academy staff) and to promote and encourage reading through the Physics curriculum

Monitoring and Evaluation

- To monitor the effectiveness of teaching and learning within the subject area, through regular lesson observations, book looks and other data collection methods
- To ensure that all staff have short-, medium- and long-term plans to deliver highly effective lessons and schemes of work
- To review the attainment and progress of all students, groups, and subgroups regularly and forensically with subject staff and plan, implement and oversee support and interventions
- To produce reports as required on student attainment and progress
- To liaise with all appropriate personnel regarding support for student progress, including SENCO, TAs, and parents/carers
- To ensure that all Academy policies are implemented consistently by subject staff

Strategic Leadership

- With the support of the Head of Science, to lead colleagues in the subject area in formulating aims, objectives and strategic plans for the team which support and complement those of the Academy
- To contribute to an annual Subject Improvement Plan and monitor and evaluate its delivery and impact
- To contribute to planning the deployment and development of staff expertise to achieve Subject Improvement Plan objectives

Staff Development

- To support the development and training of subject staff (teaching and operational), ensuring that their CPD needs are met
- To establish a structure for mentoring, coaching and line managing staff in the subject area, including NQTs and ATTs as appropriate
- To act as Performance Manager for members of the subject area, carrying out PA reviews in line with the Academy's policy and setting challenging and appropriate targets
- To support other members of the team in discharging their PA duties and to monitor the effectiveness of PA arrangements within the subject team
- To ensure effective induction of new staff in line with Academy procedures
- To promote teamwork and to motivate staff to ensure effective relations
- To support and challenge team members, including in circumstances when they are underperforming and act as a positive role model.

- To contribute to organising effective team meetings with relevant agendas centred on teaching and learning and raising attainment

Other

- To be a tutor and BRIDGES mentor
- To undertake any other professional duties as set down in the ARK Schools pay and conditions of service document, and as directed by the principal.
- To undertake the main professional duties of a teacher as set out in the ARK Schools pay and conditions of service document
- To meet the expectations of all INA staff as laid out in the Staff Expectations Policy
- To uphold all Academy policies with consistency and diligence.

Person Specification: Head of Physics or Lead Practitioner of Physics

Qualification criteria

- Qualified to at least degree level
- Qualified to teach in the UK
- Qualified to work in the UK

Knowledge

- In-depth knowledge of the Science National Curriculum and KS4 GCSE and KS5 A-level specifications (we follow AQA)
- Up to date knowledge of science curriculum developments

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.

Skills, Behaviors and Qualities

- Vision aligned with Ark and the academy's high aspirations and high expectations of self and others
- Demonstrate the ability to be an outstanding teacher
- An understanding of the strategies needed to establish consistently high aspirations and standards of results and behavior in an urban school setting and commitment to relentlessly implementing these strategies
- A confident use of data to inform planning to raise academic outcomes
- An understanding of what outstanding teaching practice looks like and how to diagnose and implement effective strategies to raise learning standards
- A passion for the subject
- The ability to work in close harmony with all staff
- Excellent listening skills
- Strong interpersonal, written, and oral communication skills
- Passion, resilience, and optimism to lead through day-to-day challenges of a high performing team
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- The ability to skillfully manage and maintain effective working relationships with parents, community members and other stakeholders
- A commitment to the safeguarding and welfare of all students
- The ability to develop positive relationships with all young people
- The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop

- Confidence and self-motivation
- The ability to work well under pressure
- A commitment to modelling BRIDGES every day and contribute to a unique culture

Other

- This post is subject to an enhanced Criminal Records Bureau disclosure.
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.