



Ark John Keats  
Academy



Principal  
Information  
Pack



## Dear colleague,

Thank you for your interest in leading Ark John Keats Academy as Principal.

This is a fantastic opportunity to lead this large, 3 to 18 all-through school in Enfield, at an important stage of its journey. Our results at primary and secondary are good and we have a healthy budget and excellent facilities.

Today our students leave our primary phase having achieved around 10% above the national average. At GCSE, our 2022 Progress 8 score of + 0.73 (top 7% of the country) show that success continues right through the secondary phase. Furthermore, around a third of our pupils progressed to Russell Group Universities in 2021 and 2022. We are proud of our accomplishments to date, but there is more to be done to make sure our school is solidly strong throughout.

We are keen to hear from experienced school leaders with success in school improvement who are seeking a new challenge. You will hold high expectations for all students, share the belief that an excellent education is central to transforming lives and ensure every student is given the opportunity to succeed.

If you would like to be in touch for an informal and confidential conversation please contact me, Amit Hathi on [Amit.Hathi@arkonline.org](mailto:Amit.Hathi@arkonline.org) or our Head of Talent, Lexy di Marco on [alexia.dimarco@arkonline.org](mailto:alexia.dimarco@arkonline.org).

Yours,

**Amit Hathi**  
**Ark Regional Director**

# The opportunity

**Our school is an all-through academy, offering the opportunity for children to attend from age 3 in nursery all the way to age 18 in the sixth form. As an all-through school the Principal can impact our children's journey from the moment they enter nursery.**

The all-through nature of the school presents significant scope to develop the whole-child, academically and personally. Our ambition is to nurture children from age 3 in our nursery to age 18, and for our school to set our students up for a lifetime of success and opportunity. We aspire for all our students to have the academic knowledge necessary to enable them to progress to university, for pupils to have a love of learning and curiosity about the world, and for them to be polite, well-mannered young people who take responsibility for their choices and drive their own destinies.

Ark John Keats Academy is a non-denominational, nonselective school, welcoming students of all backgrounds from the local community. The school opened its doors to our first two Reception classes in September 2013 and its first cohort of year 7 pupils joined us in September 2014. The Sixth Form opened in September 2019.

At Ark John Keats, you will also work with a parent community who are ambitious and aspirational for their children. They are supportive of our aims and methods to ensure their children reach their highest potential.

As part of the Ark network of schools, you would join one of the most successful multi-academy trusts in the country. We are renowned for our approach to staff development at all levels, with high quality training provided at each stage of your career. Leaders within Ark benefit from being able to draw upon the resources, expertise and support of the network. They also have the opportunity to work collaboratively with other school leaders and to feed into the development of excellent practice beyond their own school. Ark has developed a number of successful programmes and tools to support the cultivation of excellence including world class curricula through its English and Maths Mastery programmes in addition to the Great Teacher Rubric.



## Ideal candidates will:

- Believe in Ark's pillars and values
- Have a track record of devising and delivering highly effective education for the students they serve
- Be committed to working in partnership with governors, parents and Ark to deliver strong outcomes for pupils
- Act with integrity and build effective, trusting relationships with colleagues and students
- Be network-minded and able to contribute meaningfully to our strategic development at both regional and network level.

The successful candidate will have the full support of Ark to ensure Ark John Keats Academy makes a lasting contribution to its community, supporting local children to fulfil their ambitions.

## To apply, please [click here](#)

-  **Reports to:** Regional Director
-  **Start date:** September 2023 or sooner if possible
-  **Location:** Bell Ln, Enfield EN3 5PA
-  **Salary:** Significant and generous six figure salary, including potential relocation bonus
-  **Contract:** Permanent, full-time
-  **Closing date:** Monday 20 February, 9am
-  **Visits and interviews:** To be arranged as suitable for the candidate

*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.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment — this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).*

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Our aim is to create outstanding schools that give every Ark pupil the opportunity to go to university or pursue the career of their choice.

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## Job description

The Principal is responsible for providing an outstanding education for all pupils. They will work with the staff to establish outstanding teaching and learning and an excellent, nurturing school culture.

### Key responsibilities

- Leadership of the school and its staff to consistently deliver high quality education to all pupils
- Implementation and coordination of the vision, ethos and strategy for the school
- Leadership of effective external relationships, including the local community and other stakeholders
- Contribution to the overall direction of the Ark network.

### Outcomes and activities

#### Personal leadership and coaching

- Lead and inspire all the senior leaders to ensure excellent leadership and management throughout the school
- Oversee recruitment, training, motivation and mentoring of all staff
- Instil an ethos of high expectations for achievement and behaviour for all pupils
- Lead the development of the curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body.

#### Coordination of the overall strategy

- Oversee staffing allocation and strategic staff development
- Ensure robust operational systems are in place that support the school's efficient functioning
- Work with the Finance and Operations team, oversee the finance, facilities, catering, and resources across the school.

#### Development of the Ark network

- Collaborate with others in the network to develop good practice and share innovation
- Help shape or lead education initiatives across the Ark network
- Undertake any other responsibilities as directed by the Regional Director.





# Person specification

## Qualification criteria

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

## Experience

- Successful experience in secondary school leadership, as a Vice Principal or Principal.

## Leadership Behaviours

### Teaching and learning

- Ability to lead outstanding teaching and learning
- Ability to lead effective and systematic behaviour management with clear boundaries, sanctions, rewards and praise.

### Vision and strategy

- Has a vision aligned with the school's high aspirations and high expectations of self and others
- Has a clear understanding of strategies to establish a consistently nurturing culture with high standards of behaviour and commitment to relentlessly maintaining these standards.

### Leadership

- Strong understanding of outstanding provision in all facets of education across a school
- Successful experience of implementing key aspects of this provision
- Ability to set high standards and lead and motivate colleagues and pupils in meeting these standards
- Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction
- Strong organisational skills and the ability to delegate
- Genuine passion and a belief in the potential of every pupil
- Ability to use data to inform and diagnose weaknesses that need addressing
- Commitment to the safeguarding and welfare of all pupils.

## Leading external relationships

- Ability to skilfully lead and manage good working relationships with parents, governors and other stakeholders

## Personal characteristics

- Highly approachable, very grounded and makes sensible judgments
- Relishes accountability and takes personal responsibility for their own actions
- Excellent critical thinking skills; has intellectual curiosity and rigour
- Able to build trust and mutual respect between pupils, families and staff
- Strong interpersonal, written and oral communication skills.

## Other

- This post is subject to an enhanced Disclosure and Barring Service check

*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.*



# Benefits & Rewards with Ark

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As an Ark Principal, we will offer you:

1. A carefully designed and supportive **Principal Induction** plan to ensure you have everything you need to start your new role confidently and smoothly
2. An **Ark Coach**, where desired, who has undertaken our CPQP coaching training
3. **Ark network training days** – we have ten days in total across the year for you to receive training as well as train your staff – twice the usual amount of days offered
4. **Principals' Residentials** which offer time to network, seek and provide collegiate advice, training, support and socialising
5. **Principal training** – in addition to NPQH training (if you do not hold the qualification). We also offer CPQP coaching training and other unique sessions such as Media Training designed to give you all the tools you need to thrive in your new role
6. **Support from experienced external professionals** such as psychotherapists from [healthyminds@work](mailto:healthyminds@work)
7. **Influence** particular Network-wide issues through our Network Groups and Principals Lead meetings
8. **Career development opportunities** – being part of a group of schools means that there is always room to grow and new opportunities to explore; 100% of our Executive Principals are homegrown from our Principals
9. **On-hand expertise** from our dedicated Central education and operations teams who are ready to support you and your school
10. **Regional SLT** – all Principals are part of a Regional SLT which work collaboratively on Regional and Network priorities

# Ark's Six Pillars

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## HIGH EXPECTATIONS



## EXCELLENT TEACHING



## KNOWING EVERY CHILD



## DEPTH FOR BREADTH



## EXEMPLARY BEHAVIOUR



## ALWAYS LEARNING

### 1. High Expectations

We believe that every child can achieve great things. So we set high expectations for all our pupils, and we do whatever it takes to meet them. Our aspirations are no lower for our most vulnerable pupils.

### 2. Excellent Teaching

A teacher affects a pupil's achievement more than any other factor. We work side-by-side with teaching staff, supporting them with training and development so that they can deliver excellent teaching. To make sure that no pupil is left behind, we've developed data management tools which help teachers to monitor progress — this shows when pupils, or indeed teaching staff, need extra support.

### 3. Knowing Every Child

We organise our schools so that every child knows, and is known well by, every adult in the school. We also recognise that children do best when families and schools work together. We keep parents well informed about children's targets, and we involve families in all aspects of school life. To nurture a love of reading and develop fluent communication skills, we also dedicate more time to literacy and English. We make sure that all of our teachers recognise the barriers that children face in building literacy skills, and we offer tools and expertise to enable teachers to best support students who need more help.

### 4. Depth for Breadth

When children build firm foundations in English, maths and other key subjects, they find it easier to do well in other subjects too. That's why we prioritise depth in these subjects, giving our pupils the best chance of success. We've developed *Ark Curriculum Plus* which aims to improve attainment, enjoyment and confidence in key subjects. Their approach is based on tried and tested methods from around the world, and is endorsed by Ofsted. Ark Curriculum Plus has over 1000 Mastery programmes being used across the country in Mathematics, English, Science, History and Geography across primary and secondary schools.

### 5. Exemplary Behaviour

Our schools are characterised by a respectful environment, where teachers can focus on teaching and pupils can focus on learning. We teach, recognise and reinforce good behaviour, and we don't tolerate poor behaviour. We don't accept any excuses, and we don't make any either.

### 6. Always Learning

To make sure children have enough time both for core subjects and for extra-curricular activities, many of our schools run a longer school day. Others are open at weekends and during school holidays, offering masterclasses and revision sessions. Many Ark schools offer residential stays, day trips and summer schools. In every school, no time is wasted — every hour of every day is devoted to children learning.



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