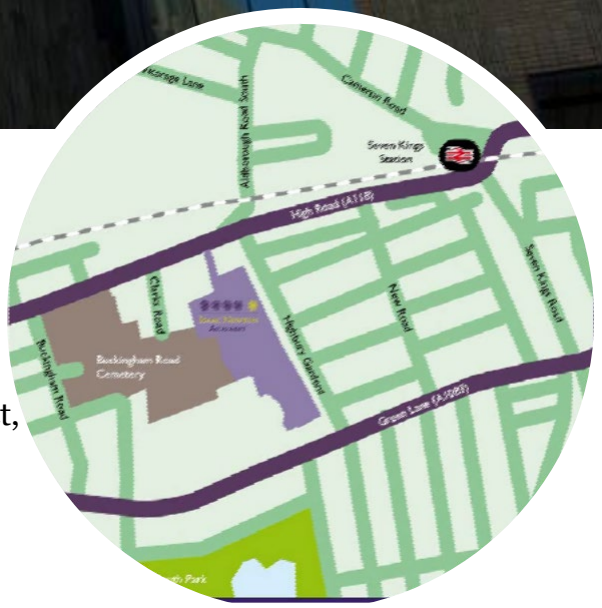


Ark Isaac Newton Academy

Teacher of English

Ark





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 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

English at INA is a successful and vibrant subject area. Our English curriculum is engaging, purposeful and will enable our students to succeed in their secondary education so that they can pursue higher education and/or any career path of their choice. We are committed to ensuring our English curriculum and assessment model encourages students to become confident life-long learners who are creative and curious thinkers capable of expressing themselves in a coherent, articulate, and technically accurate manner. We prioritise depth of understanding; our aim is to support students to understand how language works as well as to develop a critical appreciation of a range of literary and non-fiction texts which explores the universality of the human condition across the ages. Above all though, we endeavour to instil a love of literature, a love of language and a love of learning.

Our outcomes at KS4 have been exceptionally strong, and we are working hard to ensure our KS5 outcomes are equally transformational for our students. This is an exciting time to join the department as we have recently instituted the English Mastery curriculum for Y7-Y9. English Mastery's mission is to transform the way the subject of English is taught in UK classrooms. The bedrock of this approach is the belief that students should have the opportunity to study the knowledge, concepts and stories that have shaped the world.

As a Teacher of English within Ark, you will be part of the English Network which provides many opportunities to work with colleagues across Ark to develop excellent practice. This subject network operates within a true spirit of collegiality that supports all English teams to continuously work to better the provision on offer to our students and strive to be the best.



Job Description – Teacher of English

Reports to: Head of English
Start date: January 2023
Location: Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY
Salary: Ark MPS/UPS (£30,663- £47,600), depending on experience
Closing Date: Monday 10th October 2022

The Role – key responsibilities

- To plan, resource and deliver imaginative, interactive and inspiring lessons that ensure that effective learning takes place and students make excellent progress
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in their own classes.

Teaching and Learning

- With direction from the Head of Department, to plan and prepare effective teaching modules and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of AfL strategies
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements
- To promote reading and teach literacy skills

Development of the Ark Network

- Value and support practices driving continued progress across the network of Ark schools
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives

Other

- To act as a co-tutor and BRIDGES mentor
- 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
- 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.

Person Specification: Teacher of English

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 English National Curriculum and KS4 GCSE specifications and/or KS5 A level specifications
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

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.
- Experience of line managing colleagues desirable
- Experience of successfully teaching GCSE or A Level English.

Skills, Behaviours 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 behaviour 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.