

Ark Isaac Newton Academy

Teacher of Primary (Year 4)

Ark



About Ark 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.

Ark Isaac Newton Academy 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.

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 Ark Isaac Newton Academy, a 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 '**Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations**'. Commitment to our vision has already delivered a series of great successes highlighted in October 2024 when the academy was judged by Ofsted to be outstanding in all areas. This was the third consecutive outstanding Ofsted the school has received since opening in 2012.

Joining Ark 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 Ark Isaac Newton Academy and will build on the successes already enjoyed by the school, especially highlighted with our amazing year 6, 11 and 13 academic outcomes in 2022, 2023 and 2024.

Our academy aims to be a 'home from home' for both staff and students. My belief is all students deserve a great school and staff a great place to work. Therefore, we are very clear with the culture that we wish to cultivate for our community. Central to this is being a mission led organisation, which is at the heart of everything we do and outlines our ambition, that goes beyond ensuring our students have excellent academic outcomes. Ultimately, working for Ark Isaac Newton Academy is about being part of something unique where aspirations for all people are incredibly high. We certainly want like-minded people to join our organisation and live our mission each day, every day: ***Striving together to be pioneers whose legacy makes a positive difference for our world.***

I wish you the best with your application.

Morgan Haines
Principal



Our Mission

Striving together to be pioneers whose legacy makes a positive difference for our world.

Our vision

Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations.

Our Values & Beliefs

- **Integrity** – We are true to our values, doing what we say; we always do the right thing, even when it's hard and nobody is watching.
- **Kindness** – We always support each other, show genuine care and consider the feelings of others in all our actions and words.
- **Professionalism** - We model pride and positivity in all that we do; we are always respectful and take responsibility for our actions.
- **Growth mindset** – We work hard; we are resilient in adversity and unafraid of failure, always embracing our mistakes and celebrating our growth.
- **Excellence** – We are highly ambitious, doing the best in all we do to become the greatest version of ourselves.
- **Community** – We are unified, valuing relationships that create an environment where everybody is accepted and belongs.



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 a quarter 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.

All Ark Schools prioritise six key principles:
- High expectations
- Excellent teaching
- Enriching experiences
- Knowing every student
- Ambitious Curriculum
- Strong relationships

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.

Job Description: Teacher of Primary (Year 4)

Reports to: Head of Primary
Start date: 4th January 2027 (FTC from 04.01.27 to 31.08.27)
Location: Ark Isaac Newton Academy Primary, 468 High Road, Ilford, IG1 1UE
Salary: Ark MPS/UPS (£38,805-£58,404) depending on experience,
Closing Date: Wednesday 11th November 2026
Interviews: Candidates will be contacted once shortlisted

The Role

To deliver outstanding teaching, to ensure effective student learning and therefore help pupils achieve excellent results.

To be a role-model and impact positively on the academy more widely.

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 enrichment 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.

Outcomes and activities

Teaching and Learning

With direction from the Head of Primary or Vice Principals, within the context of the Academy's curriculum, and schemes of learning:

- Plan and prepare effective teaching modules and lessons
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring
- Produce/contribute to oral and written assessments, reports and references relating to individuals and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- Utilise a full range of Afl strategies
- Ensure that all students achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and awards

- Direct and supervise operational staff assigned to lessons and when required participate in related recruitment and selection activities
- Implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- Enrich the curriculum with trips and visits to enhance the learning experience of all students
- Participate in preparing pupils for external examination.

Academy Culture

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the academy
- To help develop an academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the academy's community
- To actively promote the academy at all times
- To contribute to discussions at meetings
- To contribute to the writing and implementation of the Academy Improvement Plan
- To be active in issues of student welfare and support
- To support and work in collaboration with colleagues and other professionals in and beyond the Academy, covering lessons and providing other support as required.

Other

- To undertake other various responsibilities as directed by the Principal, Head of Primary or Vice Principals
- 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 Code of Conduct & Ways of Working Together Policy
- To uphold all academy polices with consistency and diligence
- To undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development.

Person Specification: Teacher of Primary

Qualification Criteria

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

Knowledge

- Up to date knowledge in the primary curriculum, specific to phase
- Understanding of the strategies needed to establish consistently high aspirations and standards of learning and behaviour.

Experience

- Experience of delivering consistently outstanding lessons
- Experience of raising attainment of all pupils in a challenging classroom environment
- Experience of implementing behaviour management strategies consistently and effectively
- Evidence of continually improving the teaching and learning in their year group through schemes of learning, assessment and extra-curricular activities.

Behaviours

- Passion for the Primary education
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent communication, planning and organisational skills
- Resilience, motivation and commitment to driving up standards of achievement
- A role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team
- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure

- High levels of honesty and integrity
- A sense of humour and desire to have fun.

Desirable Training and Skills

- Training and practice in Ruth Miskin's 'Read, Write Inc.'
- An interest in music and the ability to play a musical instrument.

Other

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