



Candidate information pack



Ark Franklin
Primary Academy



Principal's welcome

Hello and welcome to Ark Franklin Academy. We are a three-form entry primary school and nursery in Kensal Rise, proudly part of the Ark network and committed to the highest possible expectations for every single child.

Our school is named after Rosalind Franklin, born locally in 1920, who overcame real adversity to play a key part in the discovery of the structure of DNA. The DNA walkways at our front entrance and beside the key stage one playground mark that achievement, and her example sits behind our belief that every child here can achieve something remarkable.

Our mission is shared by everyone in the building. We want to give every pupil, whatever barriers they face, a complete education of the very highest standard, so they can go on to university or the career of their choice and live happy, fulfilling lives. We build a warm and positive climate for learning through strong relationships between adults and children, and we make sure we know every child and what makes them unique.

Staff at Franklin prioritise their own development so they can give their best to the children, and that always learning attitude runs through the school. If you are ambitious for children and for yourself, this is a place where you will be supported, challenged and properly invested in. We are very proud of our school, and we hope you will be too.



Peter Watkins
Executive Principal

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We are here for the children. That is the mission. Every decision we make, every structure we put in place, comes back to that.



Why Ark Franklin Primary Academy

CPD that lands in your classroom

Every session is built around what you will do with your children every day, so nothing here feels abstract. Training comes in a cycle of input, check ins and recap, using the same chunking and repetition we ask you to use in class. We focus on four or five key areas a year and go deep into each one rather than introducing something new every week. We look at our own data, ask not just where the gaps are but why, and rehearse new approaches together before they reach your room. Everything comes with the evidence behind it, because we would never ask you to try something without showing you why it works.

We know our children and their families

Knowing every child means exactly that: the academic picture, the home circumstances, the additional needs and the wider family story, all of it travelling with the child as they move up the school. We help our staff build warm relationships with families through the year, so a tricky conversation at parents' evening is never the first one a parent has had with us. When a child is absent we do not just phone, we go, and home visits are simply part of how we work. The school is heavily oversubscribed, with families regularly moving their children from independent schools to join us.

A real path to grow

Progression here is not about waiting for the right vacancy. We notice potential and hard work, and where we can, we create or broaden roles around the right person. Our assistant heads, subject leads and year group leads have all taken different routes, from NQT or ECT to senior leadership, from a second year of teaching to whole school maths lead, from co-teacher to subject lead with a TLR. Each year there is an honest conversation about where you are, where you want to go and how we will help you get there. And if you are hoping to move into teaching, our Ark Teacher Training programme has produced many of the people you will meet here.

We back our people

The support here is genuine and it runs through every level. When something goes wrong there is no blame, because we all make mistakes and that honesty is what keeps things open. When workload gets heavy we look for ways to ease it, and when you need to talk something through there is always someone close by, whether that is your phase lead, the SENCO, a senior leader, HR or a colleague. Recognition is woven into the week too, through postcards from leaders, certificates left on desks, shout outs in briefings and personal milestones marked alongside professional ones. When good results come in, the success belongs to everyone, and that is how we share it.

We run as one

Consistency here is not about rigidity. It is the foundation that lets everything else work. We share lesson structures, behaviour systems and routines across every year group, so a child moving up already knows the language, the expectations and the shape of a lesson. Our specialist teachers in music, Spanish and art find the same calm environment in every classroom, and anyone covering a colleague can step straight in. We are proud of our behaviour, and honest about where it comes from: the training we invest in, the structures our staff hold every day, and the care every teacher brings to getting the climate right.

Ark network benefits

- Salaries 2.5 percent higher than the national main pay scale
- Twice as many training days as standard
- Generous pension scheme
- Access to Ark Rewards – savings from over 3,000 major retailers
- Interest-free loans up to £5,000 for season tickets or bicycle purchases
- Gym discounts of up to 40%
- Access to the Employee Assistance Programme – free, confidential counselling, legal advice, and support

Hear from our staff

Hear from the people who make Ark Franklin a true community. Our staff explain why they feel supported, how development actually works here, and what it means to be part of a school that knows every child and every family in Kensal Rise.



At other schools, training would be good in the session and then never touched again. Here there's always a cycle: training, then check-ins, then a recap. It's the same model we use to teach the children.

What I've noticed most about wellbeing here is the absence of blame. If something goes wrong, you're met with the understanding that everyone makes mistakes. That creates a really open dialogue.

We're trained on how to communicate with parents: how to lead with positives, how to build the relationship throughout the year so that nothing at parents' evening comes as a surprise.

Jessica Lester | Class Teacher

I've been here 31 years. I've seen this school go from the one nobody wanted to send their children to, to having a waiting list long enough to open three more reception classes.

It's easy to say you know every child. Our staff actually do. They know what makes each child tick, and if something isn't working, they try something else.

Our SLT know the children well enough to advise parents on which secondary school would actually suit their child's strengths. That's not a generic conversation. That's genuine knowledge of individual children.

Lourdes De Lucia | Office Manager



No matter where you are in your career, there's always someone you can reach out to. Whether that's internally or across the Ark network, the support is there. You just have to reach out for it.

I started as an NQT, then class teacher, then SENCO, then DSL, and I'm now assistant head. It's been a steady progression.

We genuinely have an open-door culture. If you have a concern, a query or an issue, come and speak to us.

Sinead Houstoun | Assistant Headteacher, Inclusion Lead and SENCO

This year I took on the Humanities Lead role having just finished my ECT. There was real encouragement and support, and a genuine push from people who wanted to see me grow.

The feedback feels personal and specific. Someone has watched a lesson and come back with observations particular to my practice. Not a blanket response. That's what allows you to grow.

There's a lot of verbal recognition throughout the day too: a thank you, a well done, an acknowledgement that what you did was helpful. Those things matter.

Jessica Evans | Class Teacher and Humanities Lead





Life at Ark Franklin Primary Academy

Ark Franklin is a three form entry primary school and nursery in Kensal Rise, North West London. We serve a diverse local community and hold the highest expectations for every single child, whatever barriers they face.

The school is named after the scientist Rosalind Franklin, who was born locally in 1920, and DNA walkways at the front entrance and by the key stage one playground mark her part in the discovery of the structure of DNA.

Our curriculum is wide and varied. Alongside the core skills of reading, writing and maths, every child takes part in specialist teaching in Art, Spanish, PE and Music each week, and Outdoor Learning is built into what we offer.

Teaching encourages children to interact, speak and share, because children learn best when they learn from one another. High academic standards are reached across the school, and our culture is rooted in inclusion, tolerance and respect for all.

We serve a genuinely mixed community, including significant Jewish and Muslim communities, and the different cultures in the school are known and celebrated. Staff know the families as well as the children, and that knowledge shapes how we work.

When attendance slips we follow it up properly, and home visits are a standard part of how we support families. The school is heavily oversubscribed, which tells you a great deal about how local families feel about it.

Professional development sits at the centre of life here. Staff describe CPD that is focused, evidence based and tailored to what the school actually needs, with coaching, regular feedback and an open-door culture that runs from class teachers through to senior leaders.

Everything comes back to our ARISE values: Achievement, Respect, Integrity, Support and Effort. They are known by everyone in the school, and they shape how we treat each other as much as how we treat the children.



Useful information

Contact us

Address

Ark Franklin Primary Academy
Harvist Road
London
NW6 6HJ

Phone

(+44)20 8969 3846

Email

info@arkfranklinprimary.org

Website

arkfranklinprimary.org

Key contacts

Lourdes De Lucia, Office Manager
m.delucia@arkfranklinprimary.org

Shaheen Hirji, Premises Lead
s.hirji@arkfranklinprimary.org

Peter Watkins, Headteacher
p.watkins@arkfranklinprimary.org

Follow Ark Franklin on social media

Instagram: @arkfranklinprimary

X (Twitter): @ARK_Franklin

How to find us

The school is on Harvist Road in Kensal Rise. The nearest station is Kensal Rise on the London Overground (Mildmay line), around a five-minute walk. Kensal Green and Queen's Park stations are also close by, both on the Bakerloo line and the Overground, giving direct links into central London. Local bus routes including the 6, 187 and 316 run nearby along Kilburn Lane.

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.

Safeguarding

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. 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.