



Ark Blake  
Academy

Thinking of joining  
our team?



Ofsted  
Good  
Provider

Staff and students' alignment with the school's values is striking. Students and staff alike fully buy-in to the school's culture and ethos\*



Behaviour is built on our **'work hard, be kind and take responsibility'** ethos. Learning is nurtured through our calm, purposeful and warm environment



Students' behaviour is excellent. Lessons are characterised by warm relationships between staff and students\*



Students speak very positively about the quality of teaching they experience\*



## Welcome from the Principal

Dear Candidate

Thank you for your interest in furthering your career at Ark Blake Academy. We are a thriving and successful academy based in East Croydon. Opened in 2020, we are now consistently oversubscribed in every year group with students in Years 7-11. Here at Ark Blake you will find:

- B**ehaviour that is built upon our *'work hard, be kind and take responsibility'* ethos
- L**earning that is nurtured through our calm, purposeful and warm environment
- A**cademic excellence that is achieved through high quality teaching by passionate subject experts
- K**nowledge rich, bold and innovative curriculum that equips students for the future
- E**nrichment that develops lifelong skills and unlocks hidden talent

I joined the Academy in September 2023, and we also welcomed a number of senior and middle leaders to the Academy at that time. As we continue to prosper, we look forward to welcoming further outstanding candidates to our brilliant team in 2025/26.

In terms of what drives our school culture, it is based around the simple but powerful belief of **'working hard, being kind and taking responsibility'**. We aim to become a leading school in London as quickly as possible by living out this day-to-day belief and ensuring our students leave with the 'master key' that opens any door for their future progression. We never accept that background determines outcomes, and we work relentlessly to reinforce this with our student community. We also aim to be exceptionally supportive of our fantastic staff body and have a genuine and meaningful approach to staff wellbeing and workload that means they are free to focus on what really matters for the day-to-day student experience.

At our most recent Monitoring Visit in April 2025, the continued improvement to the Academy since September 2023 was recognised and this is testament to the hard work put in by staff and students:

- *Staff and students' alignment with the school's values is striking. Students and staff alike fully buy-in to the school's culture and ethos*
- *Students' behaviour is excellent. Lessons are characterised by warm relationships between staff and students*
- *Students speak very positively about the quality of teaching they experience*

99%

*In our most recent staff survey 99% of our staff team agreed with the statement 'I am proud to work at Ark Blake'*

From the start of September 2025, we have proudly become a mobile phone free school. This enables our students to fully concentrate in lessons and throughout the school day and allows our teachers to focus on delivering a first class education.

Further information about working with us can be found on our website. Please watch our [video](#) narrated by students to get a real feel of Ark Blake.

If you have any questions about working at Ark Blake Academy, wish to speak with a member of our team or would like to arrange a visit, please contact Vicky Rouse, [v.rouse@arkblake.org](mailto:v.rouse@arkblake.org) or call us on 020 3443 9000.

If you feel that you can add value to our fantastic team, we look forward to receiving your application!

**Sam Rispoli, Principal**





Students in our first GCSE results year achieved strong passes in Maths and English, **significantly above national averages**

Students from Ark Schools are 3 times more likely to go to a top tier university at the end of their school career



We ensure that every student starting with us receives a Chromebook which means they have access to a wealth of high-quality digital resources

Ark Blake Academy is proud to be a mobile phone free school



## Introducing Our Senior Leadership Team



I oversee Curriculum and Assessment and ensure we have a robust curriculum offer for all our students. Making sure that our students are able to make progress across the full suite of subjects is a key element of our work at Ark Blake and allows students to gain the 'master key' to a successful future. I am also a passionate teacher of MFL who routinely promotes active engagement and 'thinking hard' in the classroom!

**Alick Sylvestre, Vice Principal - Curriculum & Standards**

I lead Teaching & Learning at Ark Blake. This essentially involves embedding a consistent and high standard of learning in all classrooms. To ensure this is possible, I map out a CPD programme for our staff to enable them to continually professionally develop. As a staff body, we remain ever-reflective, and I ensure we are fully equipped with the highest skill set to ensure that we are getting the best progress and results out of our students. It is indeed true that we never stop learning! A large part of my role consists of working with our Early Career Teachers to ensure that they meet the Teachers' Standards and fully qualify into the teaching profession.



**Daniel Murphy, Vice Principal - Teaching & Learning**



As Vice Principal I lead on the Culture, Behaviour & Ethos at Ark Blake Academy. We really value the culture we have created here, where students feel safe, that they are known and that they matter. We have weekly rewards for students to ensure their hard work is recognised and we organise celebration trips termly. Staff are supported to understand our students and how best to support them. We use external agencies and initiatives to ensure all our students reach their full potential.

**Lydia Pérez-McMillan, Vice Principal - Culture, Behaviour & Ethos**

I am an Assistant Principal and Designated Safeguarding Lead. Safeguarding is at the centre of our Academy culture so that we can support our students to ensure they are in the best possible position to achieve, and all staff recognise this responsibility. I also lead on student attendance and ensure that our students recognise that good attendance is key to their academic success at the Academy.



**Chris Lewis, Assistant Principal—Safeguarding & Inclusion/DSL**



I oversee Careers, Personal Development, Whole School Reading and am the Designated Mental Health Lead for the Academy. I am committed to helping our students find joy in reading and appreciate the benefits it can bring to their lives. Alongside this, my work with Personal Development and Careers aligns to our wider vision and values as we support our students to achieve greatness and lead lives that bring fulfilment, strengthen their communities and go on to university or follow the rewarding career of their choice.

**Angela Loudon, Assistant Principal - Personal Development & Reading**

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*“No bird soars too high, if they soar with their own wings.”*

William Blake, 1789

## What our team say about working at Ark Blake Academy:

“This is a caring community where not only is learning the priority, but also students and staff working together for the same purpose.”

“We all work collectively for the betterment of our students.”

“It is a real pleasure to be part of this educational journey where we are all growing professionally as well as personally.”



“Our students have bought into our ethos - they are ready to learn, are motivated and enthusiastic. This gives you the space to be a creative practitioner, supported by a range of CPD opportunities to further enhance your practice.”

“My colleagues work as a team, and everyone has each others’ backs regardless of their job role.”



“I am grateful for the opportunity to contribute to such a nurturing and forward thinking school - and look forward to many more years of growth, learning and impact at Ark Blake.”

“Teaching at Ark Blake makes me feel like being part of a family that shares the same dedication to student success and personal growth.”

“We have a real community spirit where student and staff wellbeing really matters.”

“It’s a really supportive culture - our students know that our staff care.”

“It’s a great place to work!”

## What our team say about working at Ark Blake Academy:

“Working hard, being kind and taking responsibility are at the forefront of everything that is done at the academy - three aspects that encapsulate the values a school should have.”

“Ark Blake has a warm, family-like atmosphere that makes you feel like you belong.”



“As a teacher, I am truly grateful for the opportunity to work at Ark Blake because it embodies the values and community that makes teaching fulfilling and impactful.”

“Our students are polite, respectful and eager to learn, and the staff are talented, supportive and genuinely care about your wellbeing.”

“I thoroughly enjoy working in a school which has such clear, consistent communication.”

“Our students are at the heart of all the decisions made at Ark Blake Academy and for that reason it is a wonderful place to work!”



“From the moment I started at Ark Blake, I felt supported and welcomed.”

“‘No Meeting Mondays’ is just the icing on the cake!”

“Leaders are kind and thoughtful in the way they develop staff and listen to all.”

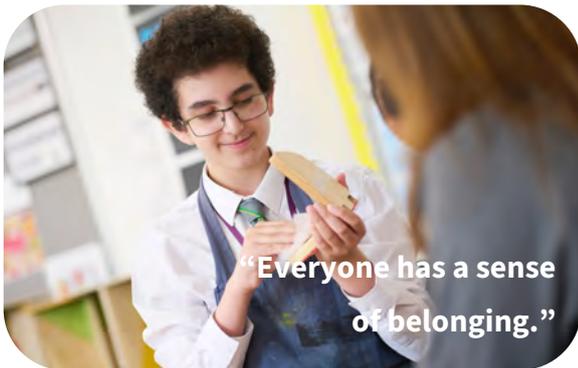
“This truly is the place to be!”

## So, what do our students think?

“We get lots of opportunities that we wouldn’t necessarily get if we went to another school.”



“Everything makes Ark Blake a good school.”



“Everyone has a sense of belonging.”

“Our Teachers believe in you when you don’t believe in yourself.”

“The Teachers are kind, supportive and respectful.”



“I like our school because the Teachers help me learn in lots of different ways and want the best for us.”

“We know that we are a part of the Ark Blake community - and that we belong here.”



“Ark Blake has helped me to gain my confidence.”

“We love Student Leadership because we feel part of something and also feel that we are heard.”

“We feel super involved in our school community.”

## Staff Benefits:



### Travel

19 minutes from Victoria Station  
15 minutes from London Bridge  
11 minutes from Clapham Junction  
10 minute walk from East Croydon



### Pay

Ark salaries are 2.5% higher than main pay scale



### CPD

We offer twice as many training days as standard



### Pension

We offer a generous pension scheme



### Career Progression

Access to extensive network training including nationally recognised qualifications such as NPQML and NPQSL



### Employee Assistance

All employees have access to a 24/7 Employee Assistance programme offering free and confidential advice



### Support

We provide 1:1 support and coaching for every teacher



### Breakfast

We provide a free breakfast for all staff daily



### Fitness Suite

Access to our onsite fitness suite



### Ark Rewards

Access to Ark Rewards scheme offering savings from over 3,000 retailers



### Interest Free Loans

Interest free loans of up to £5,000 are available for season tickets or to buy a bicycle



### Being Part of the Ark Network

## We also offer our staff:

- Collaborative planning, centralised or shared resources
- Clear and consistent behaviour systems
- Knowledge rich curriculum & traditional T&L approach
- Highly visible supportive Leaders who have your back
- Centralised daily detentions
- Realistic and manageable feedback policy
- Excellent CPD opportunities – internal & within network
- Thoughtful and impactful meeting schedule with time for co-planning
- Friday afternoon co-planning following earlier student dismissal



**Ark Blake Academy is part of Ark, one of the UK's most successful school groups, with a network of 39 schools in 4 locations across the country. As a proud member of the network, we also offer:**

- Weekly staff training designed to meet the needs of the school
- Protected co-planning and department meeting time
- Access to high-quality, regular professional development
- Opportunities to collaborate with colleagues across the network



**Ark is an education charity that exists to make sure that all children, regardless of their background, have access to a great education and real choices in life.**

There are 30,000 students learning in our network of 39 schools. We've always believed that, with the right approach, every child has the potential to succeed. We work in the communities where we can make the biggest difference to children's lives, and all our schools are non-selective.

**It works:**

Our schools achieve great results – significantly outperforming national averages, especially when it comes to driving progress – the best measure for 'closing the gap'.

We take what we learn in our schools to develop new solutions and approaches that we can share. Over the last two decades, we have developed and incubated more than 20 projects and programmes, supporting them to scale and achieve systemic impact on the life chances of all children. Over 350,000 children currently learn using an Ark curriculum and our Ark Start nurseries are demonstrating a new model for early years education that we hope will become the norm.

**76%**

Ark is among the top performing trusts at primary. In 2024, 76 percent of pupils achieved the expected standard or above in reading, writing, and maths – surpassing the national average of 61 percent by 15 percentage points.

**83%**

Eighty-three percent of our sixth form students go to university at 18, compared to 38 percent nationally. Of those progressing to university, six in 10 attend a top third university compared to three in 10 nationally.

**At secondary, six in 10 students from a disadvantaged background at Ark achieve GCSEs in Maths and English, compared to just four in 10 nationally**

**Transforming lives through education**



Ark Blake  
Academy

**Work Hard, Be Kind &  
Take Responsibility**

