



Ark John Keats Academy



Candidate Information Pack

www.arkjohnkeatsacademy.org



Welcome from the Principal



I am delighted to introduce you to Ark John Keats Academy: an all-through school in Enfield with a mixed comprehensive intake. Our mission is to ensure our pupils lead a life of genuine choice and can drive their own destinies because they have a rigorous academic curriculum, which is well taught, and because they know that kindness, effort, aspiration and tenacity lead to success. We are a member of the successful Ark network of schools and are proud to serve the young people and families in our community here in Enfield.

We opened our doors to our first reception classes in September 2013 and our first cohort of year 7 pupils joined us in September 2014. We currently have over 1800 pupils enrolled from nursery to year 13 and are oversubscribed in every year group. Our teaching staff are experts in their subject areas and all staff at the academy share a commitment to upholding the highest expectations.

We have created an academy that is renowned for its calm, orderly and purposeful environment, where pupils behave maturely and respectfully and enjoy the rich experiences that we offer. As a result, our students secure excellent academic outcomes, become kind and well-rounded young people, and go on to one impressive destination (on average over 65% of our students go on to one to study at a top third university in the U.K.). The academy was graded good in all areas in our Ofsted inspection of January 2023, and we are committed to building on this foundation to ensure that every aspect of our school is truly excellent.

This is a fantastic place to develop your career and to make a positive contribution to the lives of young people. We are looking for talented and dedicated staff, who are ambitious for our pupils as well as themselves, to join us in this next phase of our development.

Katie Marshall - Principal



Why Join Us?



Find out
more about
working for
Ark

Working at AJK

- We work with a committed and dedicated team of staff, who care deeply about our vision and values and keep our children at the heart of everything they do.
- We serve a diverse and aspirational community. Our student and staff body represents a broad range of backgrounds and beliefs, and we achieve excellent outcomes for all children regardless of their starting points or challenges they face.
- Students have a happy and fulfilling time at AJK. We prioritise their wider development through our comprehensive personal development offer, which includes a timetabled period of enrichment for all key stages.
- We prioritise staff development, providing high quality internal training, coaching and mentoring as well as benefiting from belonging to a high performing group of schools.

Staff Benefits at Ark

- Salaries 2.5% higher than main pay scale
- Twice as many training days as standard
- Generous pension scheme.
- Access to Ark rewards – a scheme offering savings from over 3,000 major retailers
- Interest-free loans – up to £5,000 available for season ticket or to buy a bicycle.
- Gym discounts – offering up to 40%.
- Access to Employee Assistance Programme providing free, confidential counselling, legal advice and a range of different support.
- Access to world-class training and development

“

What Our Staff Say

AJK is such a special place to work. We work closely with our families to provide an exciting and rigorous education for all of our students, enabling them to achieve great academic outcomes and become rounded. AJK invests in its staff so we can build a happy, hard-working community that delivers excellence for our pupils daily

Vice Principal

AJK has high standards of both its students and its staff, which makes it a challenging, but highly rewarding place to work. This rigour is matched with understanding from school leaders and the comradery in all departments makes it a warm and friendly environment.

Head of History

Our staff are not only hardworking, but also genuinely care about each student. They go above and beyond to provide the right support and opportunities, making sure every child feels valued, supported, and able to succeed.

Deputy SENDCo

About Ark



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.

Our Approach to Curriculum & Teaching



Curriculum

At Ark John Keats, we believe that an academic curriculum, rich in powerful knowledge, opens opportunities for our children for the rest of their lives.

We have four key levers for achieving our curriculum aims and supporting teachers to deliver excellent lessons:

- **Curriculum documentation:** Our leaders produce highly effective plans which support teachers to internalise the curriculum. We align with Ark Curriculum Programmes, meaning we benefit from excellent plans that we can adapt for our students.
- **Centralised resources:** High quality centralised lesson resources mean that teachers can focus their energy on intellectual preparation and adaptations for their class, rather than creating slides or worksheets.
- **Co-planning:** We protect time each week for departments to plan in teams, enabling the sharing of expertise and best practice.
- **Intellectual Preparation:** We have a consistent approach to lesson planning, which supports teachers to focus on the highest leverage elements of lesson preparation.

Teaching

We understand that the development of exemplary classroom practice is a career-long undertaking, and teachers are supported through evidence informed training and regular feedback on their practice.

Our teacher development programme includes three key components

- **Regular CPD for all teachers:** Our CPD programme is research driven and based on our school priorities and teachers work on development goals appropriate to their own stage of career development.
- **Coaching and feedback:** We have an open door policy and all teachers at AJK receive regular feedback on their classroom practice. We run a bespoke and highly effective coaching programme alongside this to support individual teachers at different stages of their development.
- **Co-planning Meetings:** Excellent planning is the foundation for excellent teaching. Planning collaboratively provides all teachers with an opportunity to develop their subject and curriculum expertise.

“

At AJK we prioritise excellent lessons – for example, in science students dive into the world of science through hands-on experiments, turning curiosity into knowledge and discovery throughout our curriculum.

Head of Science

Find Out More



Where to Find Us

Ark John Keats Academy
Bell Lane, Enfield. EN3 5PA

Tel: 0208 443 3113
Email:
info@arkjohnkeatsacademy.org



Follow us @arkjohnkeatsacademy



Easy access to/from the A10 and M25.
There is free on-site parking for staff.



Turkey Street/ Enfield Lock & Brimsdown Station- Direct access to/from Liverpool St & Stratford



Buses: 121, 191

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.

Useful Links

[Ofsted & Results](#)

[Vacancies](#)

[Calendar & Term Dates](#)



Ark John Keats Academy



Job Description Pack

www.arkjohnkeatsacademy.org





Secondary Head of Year

About the role

Location: Enfield – easily accessible from central, north, and east London, as well as surrounding areas.

Salary: Ark MPS or UPS (Outer London) £38,805- £51,735 or £54,309-£58,404 plus TLR1b £12,516 depending on experience.

Working pattern: Full-time (Part-time working will be considered)

Contract: Permanent

Start date: January/ February 2026

Closing date: 1 December 2025

We will be reviewing applications on an on-going basis, and this advert may close earlier than advertised depending on the level of response.

Description of the post

Ark John Keats is looking to appoint an excellent pastoral leader to join our team as Head of Year. You would be joining a highly ambitious team of leaders who are deeply committed to providing students with the best possible educational experience. We are looking for an ambitious leader who can drive strategic focus areas as well as contribute to the day-to-day running of the school through building strong relationships with students, parents, and staff. Each cohort from year 7-13 has a Head of Year (teaching) and a student support manager (non-teaching), who is supported by one of our assistant principals.

Key Responsibilities



Main Duties

- To develop and embed an ethos of high expectations, exceptional attitudes to learning and exemplary conduct.
- To ensure all academy routines and non-verbal signals are fully embedded and carried out with full compliance by the cohort.
- To embed a culture of very high attendance within the cohort so attendance does not fall below expected levels.
- To implement the academy rewards system for the cohort
- To run catch ups for your year group, ensuring attendance is 100% and any non-attendees are followed up with
- To support the highly effective running of the academy through following up on all behaviour incidents in the academy.
- To ensure a positive working relationship with parents, in which our expectations are clear to all parties.
- To provide weekly and termly evaluations to the Assistant Principal on the attendance and performance of the cohorts.

Key responsibilities and outcomes for the Head of Year

- To create a culture of learning through the consistent application of high expectations and the enrichment of the skills of the cohort so they are enabled to learn well.
- To put in place systems to ensure success is celebrated at every opportunity.
- To ensure that behaviour is followed up, and pupils learn from their mistakes
- To plan and co-ordinate parent review meetings to ensure parents are aware of their child's progress and have opportunities to contribute to improving their child's attainment.
- To lead the effective implementation of the academy's behaviour policy with the year group, thus achieving a consistently calm, ordered and purposeful environment both inside and outside the classroom.
- To lead the effective implementation of the academy's attendance and punctuality policy with the year group.
- To lead on whole school routines, transitions, and line ups.

Academy Culture

- Support the academy's values and ethos by contributing to the development and implementation of policies, practices, and procedures.
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- Help develop an academy culture and ethos that is utterly committed to learning and achievement.
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

Other

- Undertake and, when required, deliver or be part of the appraisal system and relevant training and professional development.
- Undertake other various responsibilities as directed by the principal and/or Vice Principals.



Person Specification



The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

Qualification Criteria

- Qualified to teach and work in the UK.
- A good honors degree directly related to the teaching aspects.
- A recognised teaching qualification, such as PCGE (applicants will preferably have qualified teacher status, although the school will accept applications who are on an accredited programme working towards Qualified Teacher Status).

Knowledge, Skills, and Experience

- Understanding what outstanding teaching practice looks like, how to diagnose and implement effective strategies to raise learning standards.
- Demonstrable experience of having significantly improved behaviour and raised attainment in another education setting.
- Experience and understanding of how to improve and sustain an effective behaviour policy in a school.
- Experience of having led and managed people.
- Experience of teaching Maths
- Outstanding specialist subject knowledge of Maths
- Up to date knowledge in the curriculum area
- Experience of having worked to support the significant success of others.
- Ability to use data to inform decision making and diagnose weaknesses that need addressing.

Behaviours

- Genuine passion for and a belief in the potential of every student and alignment with Ark's high aspirations and high expectations of self and others
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and you understand how and when to take appropriate action.
- Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background.
- Management style that encourages participation, innovation, and confidence
- Strong organisational skills and ability to delegate.
- Resilience and motivation to lead the academy through day-to-day challenges.
- Strong interpersonal, written, and oral communication skills

Apply Now



Applications are reviewed and shortlisted on a rolling basis, and we reserve the right to interview, appoint and close adverts early due to the volume of applications we receive.

We therefore encourage you to apply at the earliest opportunity to avoid disappointment as once we have closed a vacancy you will be able to submit your application form

For further information or to arrange a discussion, contact us at recruitment@arkjohnkeatsacademy.org

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. 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](#).