



## Teacher for Inclusion

<b>Reporting to:</b>	Assistant Headteacher
<b>Start Date:</b>	April 2026 or earlier
<b>Location:</b>	Ark Victoria Academy, Talbot Way, Small Heath, Birmingham, B10 0HJ
<b>Contract:</b>	Fixed term until August 2026
<b>Working Pattern:</b>	Full Time
<b>Salary:</b>	Ark Main Scale/Upper Scale (£33,739 p/a - £53,094 p/a)
<b>Closing Date:</b>	<b>10<sup>th</sup> December at 12pm</b>
<b>Interviews:</b>	<b>Interview on 15<sup>th</sup> and 16<sup>th</sup> December 2025</b>

*We are looking for an excellent classroom practitioner, with primary or secondary experience, to work with a small group of our KS3 students with Special Educational Needs, supporting their access to the core curriculum, by providing short and longer-term alternative provision, to support their return to the wider KS3 mainstream curriculum.*

### About the role:

Working with the SEND, Inclusion and wider teaching team at Ark Victoria Academy, the right candidate will lead excellent provision for some of our most vulnerable students, working alongside subjects providing interventions, but also delivering an adapted KS3 curriculum for English and Maths within 'The Ark' our specialist in-house provision, to support students with special educational needs to make progress and to flourish. You will be a skilled practitioner, with a good understanding of curriculum and pedagogy. You will work closely with the SEND team to ensure the curriculum at KS3 prepares students well for KS4.

You will be a fantastic motivator and will inspire students to achieve and flourish. You will be aligned to Ark Victoria's ambition for all and demonstrate high expectations for pupils. The postholder will benefit from teaching in small, targeted groups, and with the support of SEN Teaching Assistants, have additional protected time to plan and design curriculum and prepare resources, alongside significant support through additional CPD & training.

Our values and virtues mean a great deal to us and underpin all that we do, and so it is important that you champion Ark Victoria's pledge of being Ambitious, Resilient and Kind as well as living by the Ark ethos and six pillars that enable us to achieve our mission.



## The successful candidate will:

- develop, lead and manage the effective delivery of an outstanding curriculum, which enables students to close gaps and to develop skills in order to access the wider curriculum
- support the development of early reading and reading interventions in the academy and
- to identify the need for additional interventions to close the gaps in foundational knowledge
- work with the AHT Inclusion to develop an effective programme of interventions to support students with special educational needs to be successful in lessons
- lead the alternative curriculum provision for students with special educational needs
- promote outstanding teaching and learning and a strong school culture within a nurturing and rigorous environment
- be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background
- to be the first point of contact for parents/carers of alternative curriculum pupils, being responsible for and dealing with issues when appropriate
- to mentor teaching assistants and support staff working with SEND pupils and referring to other staff for action, support or guidance where appropriate
- coordination of assessment and reporting of progress to parents and senior leaders
- liaise with external professionals (e.g., Speech & Language Therapists, Educational Psychologists) to implement specialist programmes
- contribute to annual EHCP reviews and communicate progress effectively to all stakeholders

## About Ark Victoria Academy

***Aim high, be brave, be kind, keep learning!***

Ark Victoria Academy is a high performing school across all key stages, providing pupils with a unique journey in their education through the curriculum, personal development programme, student experience offer and the vast range of opportunities that we are able to provide as an all-through school. In our last Ofsted report, inspectors stated: ‘Pupils thrive at all stages of Ark Victoria Academy. This is because this is a school which lives out its values in full for the benefit of the children in nursery to the pupils in Year 11.’ You can read the full report here: <https://files.ofsted.gov.uk/v1/file/50262921>

In 2025, 21% of all grades awarded at GCSE are at a Grade 7 or above; 70% of all grades awarded are grade 4 and above. 68% of students gained a grade 4 or above for English and maths. At KS2 84% of pupils gained the expected standard in reading, writing and maths, against a national figure of 62%.

Whilst being a large school, we are able to retain a family feel, to nurture our pupils through their schooling and ensure that they leave us with the skills and qualifications necessary to continue their journey of life-long learning in a university or career of their choice.



It's for this reason that Ark Victoria Academy was judged 'Good' by Ofsted in May 2019, with a strong emphasis on expert subject knowledge from our teachers, strong teaching and leadership and a focus on excellence for our students and staff.

Find out more about us on <https://arkvictoria.org/>

### **Why work for our school?**

Hear what our teachers have to say about working at Ark Victoria Academy:

<https://arkvictoria.org/page-strips/hear-our-team-0>

- We take CPD seriously, which is why we offer twice the number of training days as standard
- Our school's 'Wellbeing Wednesdays' are a great hit – get in touch to find out more
- Our staff can take advantage of our on-site fitness suite
- Access to Ark Rewards scheme offering up to £1,000 a year in savings from over 3,000 major retailers
- Interest-free loans of up to £5,000 available for season tickets or a bicycles
- Gym discounts offering up to 40% off your local gym

For an informal, conversation about the role please contact HR Manager, Kelly Mubarik on 0121 393 4459 or [k.mubarik@arkvictoria.org](mailto:k.mubarik@arkvictoria.org)

### **How to Apply:**

Please visit <https://arkvictoria.org/vacancies> and submit your application. Please note we will be reviewing applications on an on-going basis and this advert may close earlier than advertised depending on the level of response.

## **Job Description**

### **Leadership and management (with the support and direction of the SLT)**

- lead on the delivery of an effective curriculum to meet the needs of students with special educational needs
- work with the SENDCO to provide staff with effective strategies to secure progress for students with special educational needs
- report to parents the progress of students attending the in-school alternative provision

### **Improving Teaching & Learning**

- to deliver, oversee, monitor and evaluate an engaging and challenging curriculum that inspires children and develops their skills and knowledge, while identifying clear targets, timescales and success criteria for its development
- model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- ensure continuity and progression of the KS3 curriculum by choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families in order to promote progress and outcomes
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams

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**Ambitious**

**Resilient**

**Kind**



- Participate actively throughout the network, by attending relevant meetings
- Work with colleagues, students and families to develop a strong school community

### Other

- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark’s data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required

This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.

## Person Specification

### Qualification Criteria

- Qualified to teach in the UK
- Degree

### Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes
- Experience or knowledge of improving the quality of teaching and learning through the development of progression plans, schemes of work and high quality resources
- Experience leading a team and/or working to support the significant success of others
- Experience of interpreting complex student data to drive lesson planning and student progress
- Be or demonstrate the potential to become an outstanding teacher
- Mastery of and enthusiasm for **teaching**
- Effective and systematic behaviour management
- Knowledge of the primary and secondary national curriculum, education system, examinations and curriculum

### Behaviours

- Genuine passion for and a belief in the potential of every student
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action
- Deep commitment to Ark’s mission of providing an excellent education to every student, regardless of background
- Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

### Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training



- This post is subject to an enhanced DBS check

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

## Executive Principal

I am delighted and proud to welcome you to Ark Victoria Academy, a family school in the heart of Small Heath. I joined our academy in 2019 and am working hard with our pupils and staff to make sure our school continues to improve. We want to provide an excellent education for each and every one of our pupils.



As Principal, it is my responsibility to create an environment in which your child can become a confident, articulate, resilient and kind young adult. Our curriculum, enrichment programme and student experience days, help ensure our pupils learn, thrive and make progress. We are committed to preparing and supporting our pupils to go on to pursue careers they are passionate about, contributing positively to society and living happy, healthy and fulfilled lives.

Our school community works hard to ensure our values of being **ambitious**, **resilient** and **kind** underpin our work and are upheld by us all.

We know that all children can and will achieve success and our dedicated staff work hard to nurture, support and provide challenge, to make this a reality. We welcome and value the input of carers and parents; together, we work hard to help realise the dreams and ambitions of our children and their families.

Please take a look around our website to find out what we can offer your child. The best way to really understand our school is to experience it. I would love to show you around and answer any questions you may have.

**Ms Ela McSorley, Executive Principal**

## Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life. We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 39 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.





Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five creating time to collaborate with subject specialists within each school and across the network

Ark is at the forefront of changing education society through education. You can read more about how Ark is transforming lives through education [here](#).

## Ark Safer Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

### Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including ‘spent convictions’ under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee’s suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

