



Opportunity to join an 'Outstanding' all-through academy specialising in mathematics and citizenship.

Science Teacher

Candidate Information Pack



Dear Candidate,

Thank you for taking the time to find out more about Ark Academy. This pack is intended to give you information about the role of a science teacher here

We are looking to recruit a talented and inspiring teacher who is committed to helping our students fulfil their potential.

We are proud of our reputation for academic excellence, and the superb pastoral care our students receive along with support for students with additional needs.

The science department is well-resourced and fully staffed. We have 11 science laboratories and have a strong take up of science in the sixth form for A levels and BTEC Level 3 applied science.

The academy has an excellent record of support for professional development and there is a comprehensive support for professional development for early careers teachers.

To apply, follow the link at <https://arkacademy.org/vacancies> by **9:00am on Friday 8th May**. To arrange an informal, conversation about the role, please contact Mr Hoenein, Director of Science on 020 8385 4370 or via email, e.honein@arkacademy.org

We wish you the best with your application.

Delia Smith OBE
Principal



Ark Academy

The Principal

Delia Smith is the founding principal of Ark Academy. Previously she was the headteacher of St Angela's Ursuline School in Forest Gate. She has also been a schools' inspector and was awarded an OBE for services to education.

About Ark Academy

We are a non-selective school, with our motto of Civitas at the heart of all we do, That serve children of all abilities. Our commitment is to know every pupil as an individual, and to foster the principles of team spirit, responsibility and care for others. Our pupils enjoy both a nurturing environment and the range and resources of a large, well-equipped academy.

Facilities

We have well cared for buildings, organised with a wide range of specialist facilities. The sixth form block was opened in 2017 to support our growing sixth form numbers.



About ARK Schools

ARK Schools 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 Schools has no faith affiliations.

All the ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network operates 38 schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

About the Science Department

The Science department is a team of 15 passionate and collegiate scientists and is supported by 2 Technicians, across 11 modern and well-appointed labs.

We teach Science within the strands of Physics, Chemistry and Biology to all students from Yr7 to 11 and offer Physics, Chemistry, Biology and Professional Pathways Applied Science at sixth form.

As a department we aim to:

- Develop and inspire a generation of Scientific learners and deliver the promise of our school mission statement; in particular "high aspirations, high motivation and high achievement for all."
- Inspire independent, lateral thinking, risk takers who will go onto be leaders and major players in a greener, safer scientific world.
- Develop an enquiring and questioning frame of mind to understand how science works.
- Expand the ability to solve problems in unfamiliar situations.
- Make science relevant to everyday life and link it to pupils own experience.
- Utilise a disciplined scientific investigative method to solve problems in a disciplined way
- Appreciate the contribution science makes to society and realise that applying science can lead to moral and ethical issues having to be addressed
- Appreciate the powerful, but provisional nature of scientific knowledge and explanation and understanding that science is always developing
- Give students access to careers in science and technology at a variety of levels



Job Description: Science Teacher

Reports to:	Director of Science
Start date:	September 2026
Contract:	Permanent Full Time
Salary:	Ark Main/Upper Pay Scale

The Role

To deliver outstanding teaching and learning of their subject and therefore help students achieve excellent results, and be a role-model/impact the academy more widely.

To design an engaging and challenging curriculum that inspires children to appreciate the subject and its application.

Key Responsibilities

- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make superior progress
- To provide a nurturing environment that helps students to develop as learners
- To help to maintain/establish discipline across the whole academy
- To contribute to the effective working of the academy.

Outcomes and Activities

Teaching and Learning

- With direction from the Head of Department and in the context of collaborative co-planning, plan and prepare effective lessons that are appropriately differentiated.
- Teach engaging lessons that motivate, inspire and improve pupil attainment
- Use assessments data analytically to monitor student progress and to plan/adapt future lessons to the needs of the students.
- Contribute to assessments, reports and references relating to individual and groups of pupils
- 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
- Prepare pupils for external examinations and support departmental revision / intervention strategies
- Contribute to the department's enrichment programme
- Implement and adhere to the academy's Behaviour and Ethos Policy, ensuring the safety and well-being of pupils is monitored at all times.
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Direct and supervise learning support staff assigned to lessons and any other adults that might be in lessons.

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 the department culture and ethos that is utterly committed to achievement
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professional 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 Head of Department or Principal.

Person Specification: Science Teacher

Qualification Criteria

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

Experience

- Experience of raising attainment in a challenging environment
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

Knowledge

- Up to date knowledge in the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Behaviours Leadership

- Effective team worker and leader
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Effective listening skills that lead to a strong understanding of others
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to students' needs
- Understands and interprets complex student data to drive lesson planning and student attainment
- Good communication, planning and organisational skills

- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.

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.

ARK ACADEMY MISSION STATEMENT

Ark Academy has at its core the pursuit of highest standards possible in education. We believe in high aspirations, high motivation and high achievement for all. Through our extended curriculum and community life we seek to meet the needs of the whole person. Civitas – Citizenship – is at our core. We will build a community of civic pride and social justice in which all members are equally valued. We are committed to the service of young people and to helping them play their full part in society.

In light of this we aim to:

- *Provide every student with the knowledge, skills, self-belief and motivation to be successful in their learning and lives*
- *Welcome, value and respect all who come to the school*
- *Build a community based on justice and a sense of personal responsibility*
- *Provide opportunities for all to experience CIVITAS whilst developing a spirit of tolerance and understanding for all cultures, traditions and faiths*
- *Promote dialogue and co-operation with the wider community*

Our Driving Principles are:

- ***Excellence***
- ***Citizenship***
- ***Participation***
- ***Persistence***

Our goal

Our goal is that all students should be able to access higher education and participate fully in our democratic society.

ARK Safe 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.

Disclosures 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.

WHERE TO FIND US



Wembley Park (Jubilee/Metropolitan Line)



Chiltern Railways



Buses: 206, 245, 297, 83, 182

By Car: A479

Postcode for satnav: HA9 9JP:

A406 North Circular Road (15 minutes away)

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