



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

History Teacher

Candidate Information Pack

October 2025

Dear Candidate

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

We are very proud of our reputation for academic excellence and the superb pastoral care our students receive along with the support we provide for the less academically able. We now want your help to enable us to go beyond outstanding and achieve 'excellence for all'.

The history department is well-resourced and fully staffed. The Academy has an excellent record of support for professional development and there is a comprehensive programme of support for NQTs

To apply, follow the link at <https://arkacademy.org/vacancies> by **9:00am on Thursday 23rd October 2025** For an informal, conversation about the role, please contact Olivia Moloney, head of Department on 020 8385 4370 or o.moloney1@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 for 16 years. 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 that serves 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 social benefits of a small school and the range and resources of a large, well equipped academy.

Facilities

Our buildings were designed by award winning architects Studio E (who created the successful design for City of London Academy in Southwark) and are organised to support calm and ordered learning. Pupils have access to specialist indoor and outdoor sports facilities, excellent science and ICT facilities, music, Design and Technology, art and drama studios and a 150 sqm, well-stocked and up-to-date library as well as inviting and well-equipped classrooms



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 History Department at Ark Academy

The history department at Ark Academy is a consistently successful, experienced, and well-respected department. As a department we believe strongly in teamwork and co-plan our units of work to ensure consistency and best practice across all classes and year groups. Our intention with every unit of work is to both develop students' skills in preparation for GCSE and A Level history, and foster a love of history. We are especially proud of the wide geographical range of topics covered at Key Stage 3, reflecting the diversity of students' backgrounds at Ark Academy and enabling them to challenge traditional historical narratives.

Curriculum and Specifications

KS3: Our KS3 curriculum focuses on students being confident with the foundational knowledge and skills we expect of students in history. Students are taught through the use of enquiry questions with a strong focus on narrative and second-order concepts including: change and continuity, cause and consequence, significance, and the use of sources and interpretations. You will join the department at an exciting time as we implement the network's new aligned curriculum, designed by nationally-renowned experts in history education.

KS4: History is a popular choice at GCSE and this is down to students' engagement at KS3 as well as the department's track record at GCSE. We follow the Edexcel specification and teach the following units:

- Paper 1: Medicine in Britain, 1250-present and the British Sector of the Western Front, 1914-18: injuries, treatment and the trenches.
- Paper 2: Superpower relations and the Cold War, 1941-91 and Early Elizabethan England, 1558-1588
- Paper 3: Weimar and Nazi Germany, 1918-39

Our department has an in-depth knowledge of the specification and exam, and we use tried-and-tested methods to enable students to be successful in summer examinations.

KS5: History is a popular subject at A Level and we have an experienced core team. We currently teach 45 students across Year 12 and Year 13. The department has had recent success with Oxbridge and Russell Group applications for law, history, politics, economics, and many other related subjects. Like GCSE we follow the Edexcel specification and follow Route C: Revolutions in early modern and modern Europe. Within this route we teach the following units:

- Paper 1: Britain, 1625-1701: conflict, revolution and settlement
- Paper 2: Russia in revolution, 1894-1924
- Paper 3: The witch craze in Britain, Europe and North America, c1580-c1750
- Coursework: Authoritarian nature of the Bolshevik regime, 1917-24

Many students studying A Level history also study A Level politics and there are strong links between the two departments.

Job Description: History Teacher

Reports to: Head of Department
Start date: January 2025
Salary: AMS /AUPR

The Role

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

To design an engaging and challenging curriculum that inspires children to appreciate their 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 and effective 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 Ethos Policy, ensuring 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.

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 children; successful candidates will be subject to an enhanced Disclosure and Barring Service check.

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This job description sets out the main duties of the post at the time of drafting. It cannot be read as an exhaustive list. These responsibilities will be discussed annually as part of the postholder's annual performance review and are subject to change. However, it may be altered at any time subject to need in consultation with the postholder subject to the Principal's approval

Person Specification: History & 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 & 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 drive 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 subject to an enhanced Disclosure and Barring Service check.

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 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](#).

We aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective. To know more about Ark's diversity and inclusion commitments, please click on this [link](#).

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The DNA of Ark Academy

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.

The DNA of Ark Academy is based on the six pillars of Ark Schools and developed into our own unique 'feel' generated by a genuine buy in for our core values. Our values are also underpinned by our habits and 'the way we do things around here'. We believe that in Ark Academy the following principles are tangible and central to achieving our mission from reception through to Year 13.



OUR PILLARS



1. Knowing Every Child

Ark Academy values the diversity and inclusivity of our school. We know it is important that every pupil knows they are well known by their teachers, so that every individual can flourish. In Ark Academy we explicitly develop through our core values and our unifying motto, Civitas, the character and habits which support pupils' academic and personal development. Our pastoral system ensures that every child has an adult who will listen to them. Positive relationships between students and adults reinforce a culture where children are safe and maintain excellent behaviour and commitment to learning.

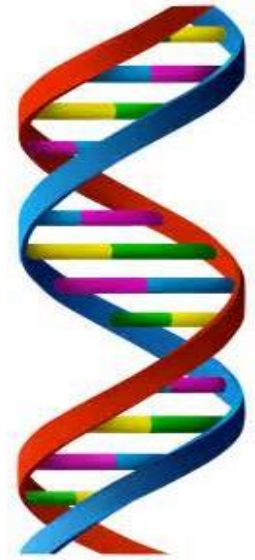
Our pastoral teams and experienced support staff ensure that our pupils are known, understood and cared for. The form tutor is the first line for knowing their students really well. They meet with their form every day. Our tutor teams also meet our parents twice a year and ensure they are aware of the progress and development of their child giving them the holistic view of their child's school life. In addition, one parents' evening is with subject staff enabling detailed subject specific feedback to parent and child. We teach character education through our tutor and PSHE programme, reinforced by our assemblies. We support Civitas by the way we greet each other, talk to each other and take on responsibilities. Our positive approach in Ark Academy is supported by our rewards system based on our four core values, our tutor system and the house system.

Our teachers understand the most impactful interventions happen in the classroom knowing the class in front of you and ensuring their need is being met is our key commitment. This is backed up by data rich seating plans that highlight key student data. Teachers use this data to place each student in the most appropriate seat for them. Key students are also identified in needing specific guidance, support or instruction so that they can engage well.

2. High Expectations

Every child can achieve great things. In Ark Academy we create a culture where everyone aims high, children are taught to take responsibility for their learning, behaviour is exemplary, and children strive for the best outcomes possible.

We hold high expectations for all our pupils. Nothing is as important as the work we do to impact on the learning and lives of our students. Pupils understand the opportunities Ark Academy offers them and that we will do whatever it takes to help students achieve their goals. High expectations and the drive for strong outcomes permeate the school. Pupils and teachers understand that qualifications are key and we are unapologetic in our pursuit of this. Our teachers are relentless in their efforts and know that planning for the class and their needs requires differentiation of base lessons. This is backed up by checking for understanding at key point in every lesson, as well as low stakes testing.



Ark Academy is a purposeful place of learning characterised by a respectful, orderly environment where teachers can focus on teaching and students on learning. We support one another and our students using consistent routines which are explicitly taught. We are compassionately ruthless in ensuring that all students know and understand what is expected of them. Simply **consistency is king**. We know that routines are a team game and we share and implement practices and routines across the school, working as a team to give our students a consistent experience and create an excellent climate for learning. As a result, our students will know that routines help create an excellent school.

3. Excellent Teaching

Teaching and learning is the main thing. The promotion of high-quality learning is at the heart of all our endeavours. Excellent teaching sparks curiosity and brings learning alive. We aim to inspire a future of passionate historians, mathematicians, scientists by delivering challenging and engaging lessons. Our teachers have excellent subject knowledge and are passionate about challenging each child to engage, stretch themselves and develop a love of learning. We use data intelligently to support our planning and ensure teaching is meeting the needs of students and improving outcomes.

Excellent teaching is underpinned by a clear understanding of pedagogical techniques which promote expert teaching. Additionally, an understanding of the overview of the curriculum for the year including what has come before and where the curriculum leads ensures an understanding of how lessons build to a coherent whole. Through our lessons we promote strong student engagement which builds student understanding. Frequent retrieval practice is at the heart of this.

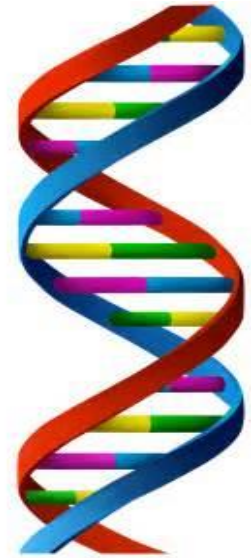
We ensure consistency of provision and access to learning through our whole school commitment to co-planning. All lessons within a topic are delivered across the whole cohort. All teachers then differentiate their plans to meet the learning needs of the class they are teaching but the core learning remains the same. We deliver our medium term plans through **Fertile Questions**. These knit together a sequence of lessons. The questions are thought provoking, challenging and holistic. We know this approach engages pupils

and helps them see the links between concepts and knowledge. We also know that teaching is a craft and we can always improve.

4. Ambitious Curriculum

We provide a knowledge rich curriculum which provides the building blocks for children to make exceptional progress. Our school establishes the fundamentals in English and maths so that children can access a breadth of subjects that open up the world around them

Our curriculum is planned backwards in each subject with big ideas (**fertile questions**) underpinning each area of academic study and building year on year ensuring progressively harder concepts are mastered. More time for English and maths is identified where it is most needed to help pupils catch up.



Our assessments, three times a year, cumulatively test students learning over the year. Revision is built into the curriculum to support our students' progressive understanding of how to learn independently. We place great emphasis on our **review week** which takes place after each formal assessment. This enables us to re-teach key aspects and students to fix areas of misconception. This is a key component of our feedback strategy. Alongside high stakes testing, all departments implement a variety of formative assessments and quizzes to test and reinforce their learning and feedback into teaching.

5. Enriching Experiences

An excellent education helps children understand themselves, what they value and where they want to go. We provide enriching experiences that broaden horizons and develop the attributes and skills children need to thrive.

We take every opportunity through our extended curriculum and community engagement to ensure that our students grow and develop as well rounded, passionate and curious citizens. We know that children need to think deeply and more broadly about the world around them. We commit to ensuring every child enjoys a range of experiences that develops their social capital and develop their knowledge and their development as citizens in a democratic society. We ensure this through a variety of opportunities and programmes including our strong careers and enrichment programmes. Additionally, we develop the learning habits that underpin academic success. Our students learn to think rigorously and creatively, read analytically, organise themselves, manage extended projects, debate and present themselves with confidence.

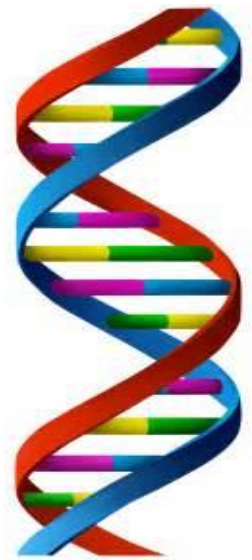
6. Strong Relationships

Ark Academy is a flourishing community built on strong relationships and shared values. We are collaborative, positive and inclusive where everyone – children and adults belong.

Our motto of Civitas, which underpins all that we do. Civitas embraces kindness, respect, selflessness and our notion of community. This permeates the lives of all members of ark Academy and hopefully beyond the school gates. As teachers we

uphold and model the school values and always remain calm and respectful. We do not use sarcasm or shout unless to say "fire".

We want our students to enjoy school and develop enthusiasm for learning alongside an understanding of their future role in society. We expect all students to maintain courteous and respectful relationships with staff which is built on trust in us as members of staff. We do not achieve our relationship by not holding the line on all school procedures and policies. We ensure our children thrive because we are compassionately ruthless.



ARK ACADEMY SIXTH FORM MISSION STATEMENT

Ark Academy Sixth Form offers the highest quality education to allow our students to pursue the university pathway and career of their choice with confidence in a changing and challenging global community. Learning is at our core, we offer a first class education with a drive towards academic excellence and a desire to create independent learners ready to face university life. We believe in extending and enriching our students, both academically and socially, developing young community leaders with a passion for social action. Our students will develop as role models for those who follow them, they themselves inspiring future year groups of Ark academy Sixth Form. We work tirelessly to ensure our students are world ready, armed with the relevant skills, experiences and achievements to make them stand out from the crowd on application for university and future careers of their choice.

We will:

- *Deliver a first class learning environment based on outstanding teaching and facilities*
- *Provide all students with every opportunity to extend themselves and their thinking of the world in which they live; building a portfolio that will allow them to progress into top flight universities*
- *Challenge students to do better than good and always accept that there is always room for improvement*
- *Develop our students as young leaders and role models to act as inspiration for younger members of our community*
- *Welcome, value and respect all who come to the school*
- *Hold true to our 4 core values and strive to display them in all that we do*
 - *Excellence*
 - *Participation*
 - *Persistence*

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)

Ark Academy Bridge Road London HA9 9JP

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Email: admin@arkacademy.org

Website: www.arkacademy.org

