



Candidate information pack



Ark Pioneer
Academy



Principal's welcome

Welcome to Ark Pioneer Academy, our school vision guides everything we do. We continually talk about and reflect back to it. We believe that every child has the ability to be a knowledgeable, articulate, and successful individual and we are committed to realising this potential, enabling every child to have real options. This means our pupils will leave with the academic currency and character to attend the best universities, apprenticeship courses and have careers of their choice.

We have the highest standards for every member of the school community. First and foremost, our learning environment is calm and purposeful. As part of this, we expect the best from our pupils in terms of their effort, organisation and behaviour. Our curriculum is rich and stimulating and our teaching staff are subject experts who provide high quality teaching, supporting and challenging every child in their care.

We are no ordinary school, and we are proud of that. Our school is built on six pillars, which are present in all aspects of our practice, setting our long-term vision and driving day-to-day decision making. Our pupils' hard work and dedication, combined with our commitment to instilling values and self-discipline and excellent teaching, have contributed to this remarkable success.



Su Reddy
Principal

Contents

- [3 Why join Ark Pioneer](#)
- [4 Hear from our staff](#)
- [5 Life at Ark Pioneer](#)
- [6 Useful information](#)



Why join Ark Pioneer Academy

A strong sense of community and belonging

Ark Pioneer offers a genuinely welcoming and collaborative environment where staff feel part of a close-knit community. Relationships across teams are strong, and there is a shared sense of purpose that connects staff to the wider school. Colleagues value the opportunity to contribute beyond their individual roles and take pride in being part of a team that supports one another and works collectively to achieve the best outcomes for students.

Opportunities for growth and development

Professional development is a key strength at Ark Pioneer. Staff have access to high-quality training, structured CPD, and clear progression pathways. Whether at the start of their career or stepping into leadership, colleagues are supported to grow and develop over time. The school fosters a culture of continuous improvement, encouraging staff to build their skills, take on new opportunities, and progress within a supportive framework.

A positive and engaging place to work

Ark Pioneer provides a structured, dynamic, and rewarding working environment. Staff benefit from well-established systems and a positive student culture, allowing them to focus on delivering high-quality education. Alongside this, a variety of school events, enrichment activities, and staff initiatives contribute to an engaging workplace where no two days are the same. This balance of structure and energy makes it a place where staff feel motivated and enjoy coming to work.

Supportive leadership and a culture of care

Staff at Ark Pioneer benefit from approachable and supportive leadership. Senior leaders are visible, open to feedback, and committed to listening to staff. There is a strong culture of care, where wellbeing is prioritised and individuals feel respected and supported both professionally and personally. This creates an environment where staff feel confident, valued, and able to do their best work.

An inclusive and diverse environment

Diversity and inclusion are embedded in the culture of Ark Pioneer. The school community reflects a wide range of backgrounds and experiences, and this is visible across both staff and leadership. Inclusive practices and initiatives ensure that everyone feels respected, represented, and able to thrive. This commitment helps create a positive and equitable environment for both staff and students.

Ark network benefits

- Salaries 2.5 percent higher than the national main pay scale
- Twice as many training days as standard
- Generous pension scheme
- Access to Ark Rewards – savings from over 3,000 major retailers
- Interest-free loans up to £5,000 for season tickets or bicycle purchases
- Gym discounts of up to 40%
- Access to the Employee Assistance Programme – free, confidential counselling, legal advice, and support



Hear from our staff

Hear directly from our staff about what makes Ark Pioneer Academy a supportive, inclusive, and rewarding place to work. They highlight a strong sense of community, approachable and caring leadership, and a culture where wellbeing and professional growth are prioritised. Staff also reflect on the positive student environment and the opportunities to develop within a collaborative and diverse school community.

Ala Zarei Graduate Teaching Assistant

"Before joining, I worked across a range of schools. What immediately stood out here was the discipline and behaviour – students are respectful, which makes a huge difference to the experience.

"I really value being part of a wider network with strong teacher training opportunities. I genuinely enjoy being part of the inclusion team and the wider school community.

"Every day is different – there's always something happening. That energy keeps things exciting for both students and staff. Coming to work is something I truly look forward to."

Gloria Odugu Science Teacher

"I've been here for four years, and what first attracted me was the strong sense of community, you can feel it from the moment you arrive. There's a reflective culture where we're encouraged to think about how we support students, from behaviour policies to teaching approaches.

"My colleagues have become close friends, and there are plenty of opportunities for development through CPD and collaboration. It's a place where both staff and students are encouraged to grow and succeed, I've even chosen to send my own children here."

Edna Bundu Catering Assistant

"I've worked in catering before, including at St Mary's Hospital and in primary schools, but working in a secondary school is a different and really enjoyable experience. The staff are wonderful, and the students are lovely too.

"What stands out here is the teamwork, everyone supports each other. If you need help, colleagues are always there, and senior staff are approachable and willing to listen.

"It creates a sense of community. I would definitely recommend working here and hope to stay long-term."

Fatima Evans Sixth Form Administrator

"The warmth and inclusivity here really stand out. The diversity across staff, including senior leadership, makes a big difference, and having facilities like a prayer room shows how inclusive the school is.

"During difficult times, like when my dad passed away, the support I received was incredible. The school truly cares about its staff. There's a strong focus on development, fair pay, and work-life balance.

"It's a genuinely caring environment where every student is supported to be themselves and succeed."

Georgia Riches Head of Geography

"I joined as a trainee, and over five years have progressed from ECT to Head of Department. That journey reflects the opportunities available here. Having moved to London for the role, I've built a strong sense of community, supported by the school's focus on collaboration.

"What stands out is the shared commitment – staff genuinely believe in helping students achieve. There's a culture of respect, open dialogue, and continuous improvement. I feel valued and supported, with clear opportunities to keep growing professionally."

Solin Gelly Attendance & Admissions Officer

"This is my first role in a school – I joined in January after graduating from university. The school's strong reputation and structured environment really appealed to me.

"From the start, I felt supported shadowing my predecessor helped me understand the role, and there's always someone I can turn to for guidance. It's somewhere I can see myself staying long-term."

Life at Ark Pioneer Academy

Welcome to Ark Pioneer Academy

Founded in 2019 as a new-start, non-selective secondary school in Barnet, we have grown rapidly into a high-performing and thriving school community. In September 2023, we were proudly judged 'Outstanding' by Ofsted, recognising our unwavering commitment to delivering a high-quality education for every pupil. Over the past two years, we have achieved some of the best GCSE outcomes in the borough, reinforcing our position as one of the top-performing schools in Barnet.

In 2025, we also opened our brand-new sixth form, offering a broad range of A-level courses and pathways designed to support students into higher education and future careers. As we move through our seventh year, we are excited to see our founding cohort continue to grow and succeed as part of the Pioneer journey.

At Ark Pioneer, we build on each child's character and habits to support both their academic and personal development.

Our Values & Character programme helps pupils understand our community values and personal attributes through clear, concrete examples. Through in-class discussion and assemblies, pupils are given the language and structure to explore issues relevant to society, while developing the values that shape their development and decision-making.

Pupils take part in a timetabled enrichment programme each week, offering opportunities such as debating, baking, and psychology, helping to broaden horizons and develop interests beyond the classroom.

We also support our musicians through subsidised instrumental lessons and opportunities to take part in ensembles and choir. Alongside this, students take part in regional and network sporting events, supported by our modern, purpose-built facilities that enhance both academic and extracurricular life.

This is what life at Ark Pioneer looks like – ambitious, supportive, and full of opportunity for both staff and students.





Useful information

Contact us

Address

Ark Pioneer Academy
Westcombe Drive
Barnet
London
EN5 2BE

Phone

(+44)203 787 4090

Email

info@arkpioneer.org

Website

arkpioneer.org

X (Twitter)

@ark_pioneer

HR & Administration Manager

Chloe Conces
c.conces@arkpioneer.org

Travelling to Ark Pioneer

Travelling by train

Ark Pioneer is just a seven-minute walk from High Barnet Station (Northern line). New Barnet Station (Great Northern, Thameslink) is a 20-minute walk away, and also connected via local bus routes.

Travelling by bus

The academy is served by multiple local bus routes serving Brent Cross and Finchley, including the 243 and 389, as well as the school service 606. The closest stops to Ark Pioneer are Westcombe Drive / Underhill.

Travelling by car

Ark Pioneer is just ten minutes by car from junction 23 of the M25, where it meets the A1. Parking is available for staff who would prefer to drive.

Accessibility

We are incredibly lucky to have a brand new state of the art building to house our school. Ark Pioneer Academy buildings are all DDA compliant with accessibility for all users, having space in which people can easily move, interact and use the physical features.

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.