



**Ark Victoria
Academy**

Primary Teacher – Potential TLR for the right candidate

Reporting to:	Head of Year
Start Date:	1 st January 2027
Location:	Ark Victoria Academy, Talbot Way, Small Heath, Birmingham, B10 0HJ
Contract:	Permanent
Working Pattern:	Full-time
Salary:	Ark Teaching Scale (Outside London) Main Pay Scale (£33,739 - £46,483 FTE per annum) Upper Pay Range (£49,376 - £53,094 FTE per annum) + TLR for the right candidate
Closing Date:	8th October 2026
Interview Date:	Week commencing 12th October

Are you ready to make a difference at the very start of a child's learning journey? At Ark Victoria Academy, you'll be joining a school where pupils *thrive at every stage* of their education (Ofsted 2024). Our vibrant and diverse community is united by strong values, high expectations, and a shared commitment to ensuring success for all our pupils.

About the role:

We are seeking a committed classroom teacher to join our fantastic primary team.

We are looking for passionate individuals with high expectations of themselves and for the pupils they work with. You will share our aspirations for pupils and will inspire, challenge and motivate them to achieve. If you have a positive attitude, the ability to work well as part of a team and a love of reading, this is the opportunity for you!

Our values 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.

The successful candidate will:

- Be passionate with high expectations of themselves and for the pupils they work with
- Share our aspirations for pupils and will inspire, challenge and motivate them to achieve

Ambitious

Resilient

Kind



- Have a positive attitude, the ability to work well as part of a team and a love of reading

We can offer:

- A wide range of professional development opportunities including 10 personalised CPD, coaching, mentoring and regular opportunities to share best practice across the academy and the Ark Network
- A staff team who truly support and care for each other
- 2 week October half- term break
- A leadership team who provide substantial support and training to their staff with a genuine focus on career progression
- The opportunities that working as part of an all-through provides, including a wealth of resources, subject specialists and greater options for staff development working across the phases
- Highly supportive parents who work with the school to provide the best education for our pupils
- A genuine focus on staff wellbeing; our “Wellbeing Friday” treats have been very popular this year!



If you are ready to add further value to our team and to work alongside a brilliant school leadership team, then you will find this job extremely rewarding.

About Ark Victoria Academy



Ark Victoria Academy provides pupils with an excellent education through an ambitious curriculum, personal development and character programme, and an extensive pupil experience and extra-curricular offer. Although we are a large school, we can retain a family feel, to nurture our pupils through their schooling and ensure that they flourish and leave us with the skills and qualifications necessary to continue their journey of life-long learning in a university or career of their choice.

Our school values and virtue pathways are crucial to our culture and ethos; they are also part of the way we work and learn together and have been instrumental to us on our school improvement journey. Our

values of Ambition, Resilience and Kindness permeate our curriculum, our culture, school and our learning community.

It is for these reasons that Ark Victoria Academy was judged to be significantly improved in all areas from the 2019 ‘Good’ inspection, by Ofsted, in October 2024: *‘This is a school which lives out its values in full for the benefit of children in Nursery to the pupils in Year 11...pupils thrive at all stages of Ark Victoria Academy...as the school knows its pupils very well, they are very well supported to engage with the school’s ambitious curriculum’*. The full report (September 2024) can be found here:

<https://files.ofsted.gov.uk/v1/file/50262921>.

Our children make *exceptional progress*, with results consistently in the top 10% nationally across the primary phase. From the moment they enter our exemplary Early Years setting,

Ambitious

Resilient

Kind



our pupils benefit from a carefully sequenced, vocabulary-rich curriculum that equips them to read, think, and speak with confidence. Rigorous teaching, expert support for SEND, and an unwavering focus on high expectations mean every child is challenged and supported to succeed.

We prioritise staff development with a strong emphasis on securing expert subject knowledge from our teachers, strong teaching and leadership and a focus on excellence for our pupils and staff. Through our staff well-being charter and committee, your voice is heard, and your growth is supported.

Our [website](#) can provide more information about Ark Victoria Academy.

Why work for our school?

We value our staff and provide a comprehensive programme of coaching and professional development for all our staff. We use our values and our virtue pathways to shape the way we work and learn together. Hear what our teachers have to say about working at Ark Victoria Academy: <https://arkvictoria.org/jobs/working-for-us>

- We take CPD seriously, which is why we offer twice the number of training days as standard
- Our school's 'Wellbeing Fridays' 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 on 0121 393 4459 or vichr@arkvictoria.org

Please note the school reserves the right to close this advert early and interviews may take place before the advertised closing date. Applicants are strongly encouraged to apply early for this role to avoid disappointment.

How to Apply:

Please submit your application online by visiting <https://arkvictoria.org/jobs/vacancies>.

Job Description

Teaching and Learning

- Plan and deliver engaging, well-structured lessons aligned to the school's ambitious curriculum
- Set high expectations for behaviour and achievement, creating a positive and inclusive learning environment
- Use effective assessment strategies to monitor progress and adapt teaching to meet the needs of all learners including those in EYFS, those with SEND and EAL

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- Foster a love of reading, language, and learning through a vocabulary-rich, knowledge-led approach

Curriculum and Planning

- Contribute to the development and delivery of the school's curriculum
- Collaborate with colleagues to share best practice and refine planning
- Maintain up-to-date subject knowledge and use research-led pedagogy

Pupil Progress and Outcomes

- Monitor pupil progress rigorously using school assessment tools
- Identify and address gaps in learning through timely intervention and high-quality feedback
- Support pupils' personal development and well-being, enabling them to grow in confidence and character

Professional Development and Collaboration

- Engage actively in continuing professional development, coaching, and training opportunities
- Participate in phase and whole-school planning, CPD and staff meetings
- Build strong relationships with parents, carers, and external professionals to support pupil achievement

Safeguarding and Welfare

- Uphold the highest standards of safeguarding and child protection
- Promote inclusion and celebrate diversity, modelling respect and kindness in all interactions
- Work with colleagues, students and families to develop a strong school community

Other

- 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 and work in the UK

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- Qualified to degree level or above

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils
- Excellent subject knowledge and understanding of pedagogy
- Effective classroom and behaviour management skills
- Be, or demonstrate the potential to become, an outstanding teacher

Behaviours

- Genuine passion for and a belief in the potential of every pupil
- A robust awareness of keeping children safe, noticing and acting upon safeguarding and welfare concerns
- Deep commitment to Ark's mission of providing an excellent education to every pupil, 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

Executive Primary Headteacher

Welcome to the primary phase of Ark Victoria Academy.

The primary phase begins in Nursery and continues into Reception where we take in 90 pupils each year. We are incredibly proud of the start we give our pupils in Early Years, laying the foundations for the educational journey they will continue through to Year 11.

Our values of ambition, resilience and kindness underpin all the work that we do within our academy. We have high expectations and expect our pupils to work hard in order to achieve their full potential. Our academy is a calm environment where pupils behave well at all times.



Our classrooms are purposeful learning environments where children debate, discuss and develop their ideas with confidence and respect. Reading is at the heart of our academy. We know how important it is that pupils move into Year 7 able to read well. Our love of reading is visible throughout the school and in every classroom. We dedicate time to high quality teaching of reading in every phase, listening to pupils read regularly and developing children's passion for reading at every opportunity.

We pride ourselves on knowing every child in our care and our curriculum is planned, sequenced and delivered with our pupils at its heart. We dedicate time to ensuring pupils

Ambitious

Resilient

Kind



develop the core knowledge and skills they need in preparation for secondary school and enrich our learning with a wide range of extra-curricular activities.

We understand the importance of working together with parents and have regular opportunities for parents to come into school. We regularly share ways to help children at home, celebrate the work they have been doing and share information about the progress our pupils are making. We are always available (you will see us on duty every day before and after school!) so please do approach us with any questions you may have.

We feel privileged to be part of an all through academy, preparing our pupils for the secondary phase of their education which builds seamlessly on the work we do in primary. Staff in Year 6 work very closely with Year 7 staff to ensure a positive transition experience when children move into the next phase of their education with us. We ensure that children's individual needs are met, families are supported and our high expectations are maintained. We believe in each of our pupils and we are very proud when we hear of their success as they move into secondary school and beyond.

Mrs Victoria Twort, Executive Primary Headteacher

Ark Safer Recruitment Procedure

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.

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.