



Candidate information pack



Ark Charter
Academy



Principal's welcome

Welcome to Charter Academy, a school that has high expectations for all who attend. Charter is a special place. We are an academy with heart, with heritage and most importantly an academy where faith is important.

A Charter child is ambitious, they have moral purpose, are influential in their community, show love toward one another and strive to achieve all that they can be in the world.

At Charter we understand that to be successful, we must provide our students with the highest level of challenge and the highest expectations of behaviour. Our academy is disciplined, never shying away from being responsible for our actions.

At Charter our vision is that our students grow to be confident, articulate and resilient young people, assured in their strength of courage, value of justice and necessity of respect.

We offer an ambitious academic curriculum that exposes all students to the richness of education and

allows them to experience a diversity of subjects. This exposure allows our students to identify their strengths, discover their passion and sets them on the path to university or the career of their choosing.

Charter academy is a proud member of the successful Ark network of schools. A UK-leading Trust, the Ark network gives us access to outstanding support and guidance, participation in world-class teacher training opportunities and a sense of collective belonging as schools regularly come together to participate in academic, sporting and musical events.



Christian Down
Principal

Contents

- 3 Why join Ark Charter
- 4 Hear from our staff
- 5 Life at Ark Charter
- 6 Useful information

“

Encourage one another, bear with one another and build each other up.

1 Thessalonians 5:11



Why join Ark Charter Academy

A family, not just a workplace

At Charter, you are part of a family that looks out for one another. We know the work we do is significant, and no one should have to do it in isolation. Whether it is our daily wash-up sessions to decompress after a difficult day or just knowing there is always a friendly face on hand when you need it, you will feel supported. You are not just a member of staff; we genuinely care about each other, and make sure you have the emotional safety net you need to be at your best.

Not just a principal: a mentor, an ally, a friend

At Charter, the principal and leadership team are approachable, present and genuinely invested in the people they work with. Support is not something you have to formally ask for. It is part of everyday life here. If something is difficult, if you need advice, or if you just need to talk things through, there is always someone willing to listen.

Leadership is visible and hands-on. Senior leaders are around the school, in corridors and classrooms, checking in with staff and offering support when it is needed. Conversations are open, honest and focused on helping you move forward, not on blame or hierarchy. You are encouraged to share ideas, raise concerns and be yourself.

Invested in you as a person

Your growth shouldn't be about sitting through generic training that doesn't apply to you. We want to support your personal career journey. If there is a specific direction you want to take or an area of your education learner journey you want to master, we will listen and find a way to make it happen. This includes listening to your goals and finding the funding for external courses that help you progress. Career pathways here are clear, flexible, and actively encouraged. We trust your ambition and are committed to helping you develop at a pace that works for you.

Challenging but rewarding

Working here comes with its challenges, however we pride ourselves on knowing that the work we do creates the most meaningful impact, where it is needed most. It is challenging work, but it is incredibly rewarding because you can see the direct result of your help every single day.

We make this possible through a clear and consistent behaviour policy that supports you in the classroom. This structure ensures a calm, orderly, and purposeful environment where you are empowered to focus on teaching and building relationships, knowing that you have the full backing of the school's systems. Staff work in a mission-driven environment that values expertise and makes a meaningful difference to the lives of young people.

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

A life by the sea

We know that your environment outside of school matters just as much as the one inside. Many of our staff have moved here from London or other major cities to find a different way of living and a better balance. There is something unique about being able to walk down to the pier or enjoy the seaside air after a busy day in the classroom. It is a place where you can find a natural reset and enjoy a quiet, coastal lifestyle while still pursuing a high level professional career.

Choosing Charter means choosing a location that supports your wellbeing outside the school gates. Ark is able to offer relocation packages of up to £3,000 to support you with a move to Portsmouth, where you'll benefit from unparalleled support from experienced leaders and education experts.



Hear from our staff

Hear from the people who make Ark Charter Academy a true professional family. Our staff share the honest reasons they love this community, the mentorship that has kept them here through our transformation, and how they have been empowered to build careers with genuine impact in the heart of Portsmouth.



Sarah Knibbs
Careers Lead

“One of the things I love most about this school is the students. They are welcoming, engaged and a pleasure to work with. You feel very quickly that you can make a real difference here, especially in helping young people understand their next steps and what their future could look like.

“It is the small things that really matter. End of term celebrations, shared moments like breakfast or coming together as a staff community. Those touches make you feel included and remind you that you are part of something bigger than just your role.”



Adrian Tucker
Assistant Principal

“This is a school where staff are driven and want to work hard because they know why they are doing it. There is a shared understanding that our job is to serve children and give them the best possible chances in life.

“I have had a good life through teaching. It has allowed me to work abroad, travel, support my family and build a career with purpose. Being part of Ark Charter Academy feels like a continuation of that journey in a place where values, ambition and care for young people genuinely align.”



Maria Carames
Attendance Manager

“When I joined Ark Charter Academy, what stood out very quickly was the sense of family. This is the first school where I have genuinely felt part of something, rather than feeling like a separate support function. Everyone is working towards the same goal and you can see that shared purpose across the whole school.”

“This is a school where people care deeply about the community they serve. Working in a high need demographic area requires understanding, consistency and compassion, and that is something the school takes seriously. There is a strong focus on making students feel secure, supported and understood.”

Life at Ark Charter Academy

Ark Charter Academy is a co-educational, medium sized secondary Church of England school located in the heart of Portsmouth, serving students aged 11 to 16.

We are a diverse and inclusive community, situated within an area of high deprivation and serving a significantly higher than national average proportion of disadvantaged students. We do not accept deprivation as a barrier to success. Staff and leaders at all levels hold high expectations and ambitious aspirations for every student, regardless of background, prior attainment or need.

Our work is guided by a strong Christian ethos rooted in our core values of Truth, Compassion and Respect. These values shape a culture where care, consistency and high expectations go hand in hand, allowing every young person to feel supported, challenged and valued.

Ark Charter Academy is part of the Ark network and is supported by the Portsmouth and Winchester Diocesan Education Board. We enjoy a close relationship with St Luke's Church, which plays an active role in school life and supports our commitment to making a positive contribution to the wider community.

We believe all children deserve access to a high quality education underpinned by strong values. The Ark Trust's mission is clear: to ensure that every child has access to a great education and real choices in life. Our ethos supports students to flourish academically, emotionally, socially and morally. As one governor noted, "I can see the children genuinely caring for one another and helping one another."

Ark Charter Academy is a happy, vibrant and welcoming school where a strong sense of belonging is central to our community. We inspire and support students to become the best version of themselves, nurturing a love of learning in a safe and stimulating environment. Our broad and ambitious curriculum exposes pupils to a wide range of subjects and experiences, helping them discover their strengths and ambitions.

Our staff work with dedication and purpose to help every student reach their full potential. We value hard work, recognise commitment and actively support professional growth, offering opportunities within the academy and across the wider Ark network. Ark Charter Academy is a place where both students and staff are encouraged to grow and succeed together.





Useful information

Contact us

Address

Ark Charter Academy
Hyde Park Road
Southsea
Portsmouth
PO5 4HL

Phone

(+44)23 9282 4204

Email

info@charteracademy.org.uk

Website

charteracademy.org.uk

Instagram

[instagram.com/arkcharteracademy](https://www.instagram.com/arkcharteracademy)

Business and Community Manager

Arlene Gajdus
a.gajdus@charteracademy.org.uk

Travelling to Ark Charter

Travelling by train

Ark Charter Academy is well connected by rail. Portsmouth and Southsea station is approximately a 10-15 minute walk from the academy and offers regular direct services to London Waterloo, Southampton, Brighton, and across the South Coast. From the station, the academy is easily reached on foot or via local bus routes.

Travelling by bus

The academy is served by multiple local bus routes including the 700 and H1, the closest stop to Ark Charter is St. Luke's Church.

Travelling by car

Ark Charter Academy is easily accessible by car, with convenient road links across Portsmouth and the wider South Hampshire area. Free on site parking is available for staff, making driving a practical option for those commuting from further afield.

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.