



Assistant Head of English

Wren Academy Enfield

Closing Date:	9.00am Monday 17 April 2023
Interviews	Week commencing Monday 17 April 2023
Start Date:	September 2023





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**Wren
Enfield**

Wren Academy Enfield

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Enfield EN2 8GH**

Telephone: 020 3150 4604

Email: enfield@wrenacademy.org

Web: wrenacademyenfield.org

Executive Principal: Gavin Smith

Vice Principal: Ertunc Hussein

March 2023

Dear Colleague

Wren Academy Enfield – Assistant Head of English position

Thank you for your interest in this post. Wren Academy Enfield opened in September 2020 with a first cohort of Year 7 students and has then grown each year with the addition of a new year group. Our oldest students are now in Year 9, and we are planning for the start of GCSEs followed by the creation of an academic Sixth Form offering the full range of A Levels. We are therefore looking for an Assistant Head of English who will join the English team to deliver a high-quality learning experience to support students to excel in the subject and achieve the very best outcomes at all levels.

The information given in the documentation here and on our website should give you a clear understanding of the Academy. However, if you wish to find out more, please contact Maria Bigg on 020 8492 6000. A visit in advance of an application is possible but not obligatory.

If you decide to apply, please follow this guidance carefully. Your completed application form, together with a supporting statement of not more than two sides of A4 using 12 point font must be submitted. Applications will be considered as they are received but must be submitted by 9.00am, Monday 17 April 2023. You may send your application to the address above or by e-mail to wrenhr@wrenacademy.org.

Finally, thank you for taking on the demanding and time consuming task of preparing your application for this role. I look forward to receiving your application and taking the next steps in the appointment process.

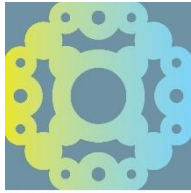
Yours sincerely

**Ertunc Hussein
Principal**

The Wren Academies Trust is committed to the highest standards of safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts which will be subject to enhanced checks.

The Trust embraces diversity and promotes equality of opportunity. We wish to further develop a diverse community and encourage applications from all sections of society.

Do justice, love kindness, walk humbly with your God: Micah 6v8



**Wren
Enfield**

Assistant Head of English

TLR £6,148 plus Wren Academy Allowance

Required for September 2023

This is an exciting opportunity to work as part of a welcoming, talented, and highly motivated team establishing a brand-new Academy in the London Borough of Enfield.

Wren Academy Enfield is the second school of the Wren Academies Trust which is sponsored by the London Diocesan Board for Schools and Berkhamsted School. Opening in September 2020 with a first cohort of Year 7 students.

This new school is modelled on the successful Wren Academy Finchley but every effort has been made to ensure that a distinctive ethos and approach is created which matches the needs and aspirations of the students who join the school.

Wren Academy Finchley quickly developed a strong reputation for outstanding teaching and learning, as well as enabling students to make excellent progress as demonstrated by our Progress 8 figure, which places us in the top 100 schools nationally. Since opening, the school has been awarded three Outstanding Ofsted reports and two Outstanding SIAMs reports. All the factors that have led to this notable success are being put in place to ensure similar outcomes at Wren Academy Enfield.

We wish to appoint a colleague to this post who has:

- A minimum of two years teaching experience
- Outstanding teaching and interpersonal skills
- Strong English qualifications
- The ability to teach GCSE is essential
- Evidence of ambition and a commitment to continuing professional development
- The desire and skills to ensure that all students make exceptional progress

Closing date: 9.00am, Monday 17 April 2023 but applications will be considered as they are received.

For an application pack please see our website:

www.wrenacademyenfield.org/69/recruitment

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Wren Academy Enfield - Academy Information 2023/2024

The Wren Academies Trust is sponsored by the London Diocesan Board for Schools (Church of England) and Berkhamsted School. Having established an excellent first academy in the London Borough of Barnet, we are almost three years into opening a second school which has just transferred into fantastic new buildings located on the Chase Farm Hospital site in Enfield

Since opening in September 2020 the school has been closely modelled on the successful Wren Academy Finchley whilst creating a distinctive vision and ethos which matches the needs and aspirations of Enfield students who join the school. It is planned that the school will repeat the success of Wren Academy Finchley which has achieved some of the best GCSE progress results in the country and has created a highly successful academic Sixth Form.

Wren Academy Enfield is a comprehensive school, which welcomes students whatever their previous academic attainment, then does all it can to maximise their academic and social potential. We are a vibrant and culturally diverse learning community where all members benefit from our distinctive and inclusive Christian vision inspired by the encounter of Zacchaeus with Jesus (Luke 19v1-10) and the exhortation found in Micah 6v8 to 'Do justice, love kindness and walk humbly with your God'.

The curriculum is innovative, challenging and engaging. There is an extended school day with lessons of varying lengths, single sex teaching in core subjects and an extensive timetable of enrichment activities. Each half term Focus Days are organised when the usual timetable gives way to in depth study of a range of issues relating to PSHE, the academy specialism and our ethos. To further support learning and social development, a House system is in place which is organised into vertical tutor groups of students in Years 7-10.

Single sex teaching takes place in English, Mathematics and Science and is in place to promote strong outcomes for both girls and boys. The approach has been highly successful at Wren Academy Finchley where there is a higher proportion of girls studying Mathematics and Physics A Levels and then related degrees than would normally be the case. Similarly, the number of boys in English A Level classes, and then studying the subject at university has also been strong.

Inspired by Sir Christopher Wren, our specialism is Design and the Built Environment. Key skills associated with the specialism, such as planning and creativity, impact across all subjects. We work closely with a range of public and private sector partners in delivering the specialism and in ensuring it enhances but never dominates our curriculum. Given the proximity to the Chase Farm Hospital we are exploring ways that the specialism can incorporate the field of medical science to the benefit of all students.

We develop students' learning skills and attitudes through our immersion in a strong learning philosophy. This is based on the 6 Rs which encourages students to be

- Resilient
- Relational
- Reflective
- Redemptive
- Resourceful
- Reverent

All learning is supported using digital tablets which are an expected item of equipment for every student. The use of the technology enhances learning within the classroom and at home whilst also being fully utilised to support student progress.

Colleagues are encouraged to innovate and to develop new ways of learning and working together. Taking advantage of the curriculum and lesson planning from Wren Academy

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Enfield, teachers develop and enhance existing learning resources to create exciting curriculum opportunities for the benefit of students in both schools.

All teachers joining Wren receive a high-quality professional development experience. We hope that simply by working at the new academy, teachers will become better practitioners and that much of the best professional development will be found in working with Wren colleagues. However, we explicitly prioritise CPD with an innovative programme which provides 3 discrete hours for the development of teachers. Within this structure there is a focus on engaging with the latest educational research, with many colleagues undertaking research projects related to their practice. Therefore, we are looking to recruit teachers who are keen to become the very best teachers whilst focusing on ensuring excellent progress and the creation of firm foundations which will lead to GCSE and A Level success.

Our new buildings which we occupied in December 2022 are architecturally impressive and provide an exceptional teaching environment with breath-taking views across the greenbelt and into London. As well as a range of good-sized well-equipped classrooms the site benefits from the following features:

- A welcoming and pleasant restaurant area for both staff and students which is set at the heart of the school
- Dance studio, extensive gym, and assembly hall
- Impressive Sixth Form social and study areas
- Excellent performance spaces both in and outdoors
- Pleasant outdoor social and learning areas for both staff and students

The development of a second academy has led to collaboration and innovation opportunities which benefit all staff and have improved the provision of both schools. Many professional development opportunities have been created which ensure that all colleagues are well equipped and encouraged to be effective in their role.

At Wren you will be given time to plan and evaluate your lessons and intervention strategies. You will be part of a learning dialogue with colleagues for which time is set aside. Most importantly of all, you will be working with young people who are talented and enthusiastic about their learning. We believe that observing other teachers and having them observe you is a professional entitlement and especially important given our focus on quality first teaching. It is an expectation that all Wren teachers will be confident and open in seeing lesson observation as a key element of how we learn as professionals.

We are looking to recruit excellent teachers who have the desire to develop further. We want to appoint colleagues who possess real curiosity about the ways in which children learn most effectively and who are always seeking to extend their practice into new areas and learning activities. It is important that Wren teachers are ambitious both for themselves and for their students.

Other benefits of teaching at Wren Academy Enfield:

- Children of colleagues working at Wren for over two years will be given priority for a place in Year 7 of the school they work at.
- Career development opportunities in a successful and growing Multi Academy Trust with plans to expand further.
- Excellent professional development opportunities including support for programmes of further study and planned career development.
- Free refreshments and a lunchtime allowance
- Timetabled professional development time during the school day
- Planning and evaluation time during the school day

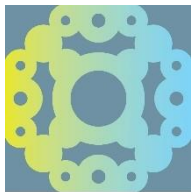
The Wren Academies Trust is a MAT with plans to develop beyond two schools. This will provide further exciting professional development opportunities for the successful candidate.

More details on the curriculum, structure and ethos of the Academy are available on our website, www.wrenacademyenfield.org

Gavin Smith
Executive Principal

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Wren
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English Department Information

The English Department at Wren Academy Enfield is an enthusiastic team consisting of teachers with a wide range of skills and specialisms. There is currently a Curriculum Leader, two Assistant Principals, a Main Scale English Teacher, and two Early Career Teachers, all of whom work closely together on developing and implementing the curriculum.

Key Stage 3 at Wren Academy Enfield is taught in mixed-ability groups in Years 7 and 8. Our shared MAT approach to setting by ability in Year 9 and Key Stage 4 is slightly different and seeks to incorporate the positive aspects of both ability-based setting and mixed-ability teaching. There are two top set groups, a boys' class and a girls' class, of approximately 30 students alongside significantly smaller mixed-ability classes of approximately 20 students each. This division allows higher ability students to access more challenging texts and concepts whilst also offering a specialised and differentiated approach for the rest of the student body.

English at Wren Academy Enfield is taught through a recently developed curriculum that aims to develop key English skills alongside a love of both language and literature. By covering a range of both poetry and prose each year, we seek to implement a balanced and wide-ranging skills-based curriculum that is accessible and engaging for all students. Alongside this, we expose the students to a range of texts parallel to our primary curriculum through the Cognitive Acceleration programme we conduct once a week. These weekly *Let's Think in English* lessons were originally created by King's College London to allow students to develop their verbal reasoning skills. This curriculum is supported through the use of student tablets which allow them to develop both their research and ICT skills, both in the classroom and at home. In keeping with Wren Academy's focus on the 6 Rs, students are required to consider varied approaches to learning, allowing them to think critically about how they approach the subject. Student tablets allow them to be both resourceful and reflective in their approach to learning by being able to utilise a range of on and offline learning resources.

The current Key Stage 3 curriculum aims to cover a selection of plays, poetry and prose alongside a range of writing modules each year. For example, our Year 7 curriculum contains an introduction to Shakespeare's plays, a collection of poems linked to identity and the Charles Dickens' novella *A Christmas Carol*. Alongside this, we complete modules that explore the concept of alter egos, nature writing and short stories. This balanced combination of literature and language modules creates a varied skill base that prepares the students for the Edexcel GCSE assessment objectives. The Wren Academy trust promotes a vigorous and precise approach to teaching, monitoring, and intervention with high expectations for our students in terms of progress. We aim to match the outstanding results and Progress-8 score achieved by Wren Academy Finchley. This is equivalent to one grade higher than what a student in an average school is expected to achieve.

We follow a regular and standardised assessment schedule which is completed four times a term. This follows the Academy marking and feedback protocol. By doing this, we can maintain a precise understanding of the students' ability and adapt our approach to teaching accordingly. Each assessment is modelled on the Edexcel GCSE assessment objectives for English Literature and Language and are moderated within the department to ensure accuracy in grading.

This is a particularly unique opportunity that would allow a motivated English specialist to collaboratively develop and teach an engaging curriculum alongside an enthusiastic and growing team. Further, this is the ideal situation for those looking to develop new and innovative schemes due to the developmental nature of our department.

If you have any questions or wish to discuss your application, please contact James McCann, Curriculum Leader of English. j.mccann@wrenacademyenfield.org.

WREN ACADEMIES TRUST

Wren Academy Enfield

Job Description – Assistant Head of English

The second in English is expected to secure high standards of learning and achievement for all students through the delivery of excellent teaching and oversight of a Key Stage of the curriculum. They will plan, teach, assess and evaluate to ensure that all students achieve in line with or better than key stage value added estimates. It is essential that the postholder gives active support to the vision and ethos of Wren Academy.

This job description is in addition to the national standards expected of all who have attained Qualified Teacher Status.

Salary: TLR – £6,148

Job Purpose:

The primary purpose of the Second in English is to assist in the leadership and strategic development of the department whilst delivering excellent lessons which add value to students' performance.

Key Tasks

To create an environment which inspires students to become effective and successful lifelong learners by:

1. Ensuring high standards of teaching and learning for all students.
2. Planning schemes of learning and lessons which address the full range of learners' needs.
3. Planning for progression and designing effective learning sequences within lessons that develop understanding and skills.
4. Having high expectations of all students so that they are able to achieve their academic potential.
5. Adopting high standards of behaviour in their professional role and setting a positive example in dress, punctuality and attendance.
6. Having a good, up to date working knowledge and understanding of a range of teaching, learning and assessment strategies and know how to use them to personalise the learning of Wren Academy students.
7. Playing a role in the delivery of the Academy's enrichment curriculum.
8. Creating a purposeful and challenging classroom environment that encourages students to become more effective learners through interactive display.
9. Leading colleagues to deliver schemes of learning in a collaborative manner.
10. Planning for the involvement of teaching assistants and other support staff to ensure targeted impact on the achievement of students on the EAL, SEN, Looked After Children and Inclusion registers.
11. Monitoring and evaluating the quality of learning within the department and acting upon the information gathered.
12. Being an enthusiastic user of the Academy's information technology systems.
13. Providing written feedback and learning targets for all students within the agreed time span.
14. Meeting all report writing deadlines set throughout the year and ensuring that they are of a high quality.

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15. Designing opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills.
16. Setting work for students who are absent from the Academy.
17. Planning departmental cover work that has clear objectives and expected outcomes.
18. Using every opportunity to engage colleagues and parents in the learning of Wren Academy students.
19. Maintaining an up to date understanding of the professional duties of teachers and the statutory framework within which they work.

To provide a secure and safe learning environment for all students so that they develop into self confident and self motivated learners by:

1. Contributing to the delivery of effective safeguarding within the Academy.
2. Contributing to assemblies in a way which support the Academy ethos, if required.
3. Maintaining the highest standards of student behaviour so that all students are able to learn effectively.
4. Providing a proactive presence around the school embodying the Academy's high expectations to students and staff.
5. Ensuring productive communication with parents so that they remain well informed about their children's progress and achievements as well as any incidents of poor behaviour.
6. To uphold and actively support the Academy's policies and procedures on the safeguarding of young people.

Reporting

The postholder will be line managed by the Head of English.

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WREN ACADEMIES TRUST

Wren Academy Enfield

Person Specification – Assistant Head of English

Professional Skills and Experience

1. A minimum of two years teaching experience
2. Possess a good degree and QTS.
3. Be an excellent teacher with the ability to inspire students to become effective, self directed learners.
4. Have a secure knowledge and understanding of their subjects/curriculum areas and the contribution their subject makes to cross-curricular learning.
5. Have the knowledge and skills to achieve outstanding examination results.
6. Possess a clear understanding of the requirements and opportunities of the secondary curriculum.
7. Have experience of teaching a range of year groups.
8. Show evidence of developing the learning capacity of students by being effective learning role models.
9. Be able to support the delivery of school ethos and policies.
10. Show evidence of continued professional development.
11. Have relevant experience of working in comprehensive and multicultural environments.
12. Know how to use statistical information to evaluate the effectiveness of their teaching and to monitor the progress of those that they teach.
13. Be willing to act upon advice and feedback and being open to mentoring and coaching.
14. Be receptive and constructively critical of whole school innovation which will lead to benefits and improvements in teaching and learning.
15. Be reflective and systematic in operating effective self-evaluation systems.

People, Relationships and Communications

1. Be committed to maintaining a distinctive and inclusive Christian ethos in the Academy.
2. Be able to relate to all students in a positive and constructive way and inspire them to achieve more than they think possible.
3. Have qualities which earn the trust and respect of students, staff, parents and governors.
4. Be able to inspire and motivate students.
5. Possess integrity, optimism, credibility, resilience, calmness and a sense of proportion.
6. Have excellent written and verbal communication skills.
7. Have the ability to relate positively to parents and other stakeholders and engage them successfully in the life of the academy.
- 8.** Appreciate the balance between academic, social and emotional development of young people, needed to create an outstanding school.

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Selection Process Details

Application deadline

Completed application forms must be received by 9.00am, Monday 17 April 2023.

Completing your application

Candidates are asked to read the details in this pack carefully, especially the Job Description and Person Specification. Please ensure your application fulfils all the criteria set out in the Person Specification and you present evidence of this.

Please complete all the standard information required on the application form. Failure to provide information requested may lead to your application being rejected.

Your completed application and supporting statement should be emailed to wrenhr@wrenacademy.org.

CVs will not be accepted.

Visits

Prospective candidates are more than welcome to visit by emailing or calling the Academy on 020 3150 4604 and arranging an appointment.

Selection process

The selection process will consist of a combination of tasks, activities, lesson observations, presentations and interview.

Further details will be provided to the candidates shortlisted for interview.

References

Candidates are advised that references will be taken up immediately after shortlisting. Please ensure that your referees are warned of the need to respond within the timescale set. The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

The selection process will also include rigorous processes to assess each applicant's commitment to and understanding of safeguarding within a secondary school context.

March 2023