



# **Assistant Head of Mathematics Wren Academy Enfield**

Closing Date: 9.00am, Friday 24 February 2023

Interviews: Week commencing Monday 27 February 2023

Start Date: September 2023





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Wren Academy Enfield

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Executive Principal: Gavin Smith  
Vice Principal: Ertunc Hussein

January 2023

Dear Colleague

### **Wren Academy Enfield – Assistant Head of Mathematics 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 Mathematics who will provide strong leadership of the Maths team so that students excel 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, Friday 24 February 2023. You may send your application to the address above or by e-mail to [wrenhr@wrenacademy.org](mailto: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

**Gavin Smith**  
**Executive 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**



## **Assistant Head of Mathematics**

**TLR £6,148 plus Wren Academy Allowance**

**Required for September 2023**

We are looking for an exceptional teacher to take a lead in the teaching of Mathematics as the starts GCSE teaching and begins preparations for the creation of a Sixth Form in 2025.

Working in partnership with the highly successful Mathematics faculty at Wren Academy Finchley, the successful candidate will be given the opportunity to lead a talented team of committed teachers in ensuring that all students make exceptional progress and enjoy studying Mathematics. The successful candidate will need to be enthusiastic about creating an ambitious curriculum which leads to excellent results and high numbers of students going on to study Mathematics and Further Mathematics at A Level.

Wren is a Multi Academy Trust with expansion plans which will provide exciting professional development opportunities for the successful candidate.

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

- Outstanding teaching and interpersonal skills.
- The qualities necessary to inspire and lead a talented team of Mathematics teachers
- A strong academic background with the ability to teach to GCSE and A Level.
- Evidence of ambition and a commitment to continuing professional development.
- The experience and skills to create a dynamic and engaging curriculum which inspires a love of the subject.
- The desire and ability to maximise the performance of all students and ensure the very best progress for all.

Closing date: 9.00am, Friday 24 February 2023 but applications will be considered as they are received.

Interviews will then take place shortly afterwards.

For an application pack please see our website:

<https://www.wrenacademyenfield.org/69/recruitment>

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## **Wren Academy Enfield - Academy Information 2022/2023**

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.

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

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 Finchley, 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 well-equipped and proportioned 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](http://www.wrenacademyenfield.org)

**Gavin Smith**  
**Executive Principal**

## Mathematics Department Information

The Mathematics department at Wren Academy Enfield currently consists of six enthusiastic and forward-thinking teachers. Through close collaboration, commitment to learning and support, the team have made an excellent start in launching a successful Mathematics department and Scheme of Learning for KS3 and we plan to continue this outstanding development as we enter KS4 and beyond. As a department we follow the Edexcel Linear Mathematics course for GCSE and A Level. We are seeking to appoint an additional enthusiastic and creative Assistant Head of Mathematics to join our team from September 2023.

At Key Stage 3 and Key Stage 4, Mathematics at Wren Academy Enfield will be delivered in single gender classes. These are set by ability with three groups in Year 7 and 8, followed by four groups from Year 9, which allows for additional targeted support as students near their GCSE examinations. We have adapted the Scheme of Learning from our successful partner school, Wren Academy Finchley, with the approach to teaching and learning in Mathematics being strongly influenced by our vision of focusing on learning which enables a deeper understanding and a love of Mathematics. In line with the Academy's commitment to developing the learning capability of our students, we encourage students to be curious, creative and inquisitive.

Throughout Key Stage 3 and Key Stage 4, the same topics will be taught concurrently to each year group in order to promote a collaborative approach to planning and resource development. This is explored, delegated and developed during our department planning and evaluation time which is built into the timetable. Each topic lasts 2-3 of weeks and students are assessed once per term and then given a GCSE number grade reflecting their current working grade. Students are actively encouraged to track their own progress to develop an awareness of their attainment relative to their challenging targets. In order to maximise the benefits of being part of a Multi-Academy-Trust, we work closely with the Maths Department at Wren Academy Finchley. Students across the MAT sit the same summer assessment to allow for collaborative moderation and long-term planning.

Wren Academy Finchley's GCSE Mathematics results are outstanding and not only place Wren Academy Finchley in the top 1% of schools nationally, but also in the top ten schools for progress in Mathematics. On average, students achieve more than a grade higher in their Mathematics GCSE than their peers in most schools with 55% of students achieving a grade 7 or above, with 32 students (18%) achieving a grade 9. These results make Wren Academy Finchley's Mathematics department one of the best in the country and an area of excellence within the Challenge Partners network of schools.

Similarly Wren Academy Finchley's Mathematics and Further Mathematics results at A Level continue to be outstanding. In Further Maths 57% of students achieved A\* - A, of these 100% achieved A\* - C and the 35% of the Maths students achieved grades A\* - A with 92% achieving A\* - C. A number of students gain successful entry to Russell Group universities along with the first successful Mathematics entry to Oxbridge with this student now studying Engineering at Cambridge. Through collaborative and reflective practice, we aim to work alongside Wren Academy Finchley to replicate the success of the Mathematics department and strive for outstanding results at GCSE and A Level.



This is an excellent opportunity for an enthusiastic and creative Mathematics specialist to work collaboratively within a team dedicated to providing outstanding learning experiences to students who enjoy Mathematics and are eager to learn. This is an exciting opening for a Mathematics teacher to be an essential part in the creating, building and development of the department at a new school. We look forward to hearing from committed teachers with the potential to contribute to our future success.

Please contact Emma Berlyn, Curriculum Leader of Mathematics to find out more about the department and the post: [e.berlyn@wrenacademyenfield.org](mailto:e.berlyn@wrenacademyenfield.org).

# **WREN ACADEMIES TRUST**

## **Wren Academy Enfield**

### **Job Description**

#### **Assistant Head of Mathematics**

The second in Maths 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 Maths 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.
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 Maths.

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**WREN ACADEMIES TRUST**  
**Wren Academy Enfield**  
**Person Specification**  
**Assistant Head of Mathematics**

**Professional Skills and Experience**

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

## **Selection Process Details**

### **Application deadline**

Completed application forms must be received by 9.00am, Friday 24 February but applications will be considered as they are received.

### **Completing your application**

Candidates are asked to read the details carefully, especially the Job Description and Person Specification. Please ensure your application fulfils all the criteria 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.

Please email your completed application and supporting statement to [wrenhr@wrenacademy.org](mailto:wrenhr@wrenacademy.org). CVs will not be accepted.

### **Visits**

Prospective candidates are more than welcome to visit by calling the Academy on 020 3150 4604 or emailing [wrenhr@wrenacademy.org](mailto:wrenhr@wrenacademy.org) and arranging an appointment.

### **Selection process**

The selection process may have a combination of tasks, activities, lesson observations 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. Referees should be 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.

### **February 2023**