



Curriculum Leader of Physical Education

Wren Academy Enfield

Closing Date: 9.00am, Monday 19 April 2021

Start Date: September 2021





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Wren Academy Enfield

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Executive Principal: Gavin Smith
Vice Principal: Ertunc Hussein

March 2021

Dear Colleague

Wren Academy Enfield – Curriculum Leader of Physical Education

Thank you for your interest in this post at our new school. Having opened in September 2020 to a first cohort of Year 7 students we now plan to grow a year group at a time until 2026 when there will be 1300 students on roll including an academic Sixth Form.

Physical Education is an important aspect of the curriculum, popular with our students. We are therefore looking to recruit an enthusiastic practitioner to lead on the teaching of PE who has the expertise to ensure that students make outstanding progress and enjoy being physically active. In the next few years teaching will be focused on Key Stage 3 with a focus on organising a high standard of extra-curricular provision, enjoyable sporting enrichment opportunities and competitive house sports competitions.

We welcome applications from experienced and well qualified practitioners who are keen to take a lead on creating a dynamic PE Department which encourages all students to take part in sport and organises a range of successful sports teams with the highest standards of conduct.

The details given in this recruitment pack and the more general information available on our website give a clear insight into how the school will grow, as we relocate to temporary accommodation at Chase Farm, Enfield in September 2021. We will then move into state-of-the-art accommodation designed by the award-winning architects Jestico + Whiles which will provide excellent new learning spaces for our students including a sports hall, dance studio and outdoor sports areas.

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 Monday 19 April. 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 meeting you if you are selected for interview.

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



Curriculum Leader of Physical Education

TLR £2,838 plus Wren Allowance
(TLR will rise to £5,855 by September 2023)

Required for September 2021

We are looking for an exceptional Physical Education teacher to take a lead in creating a successful new department with a strong sporting culture which leads to maximum student involvement and the creation of strong competitive extra-curricular sports provision.

The increase in student numbers and development of the curriculum to include Key Stage 4 will lead to an increased TLR over three years:

2021/2022	2022/2023	2023/2024
£2,838	£4,288	£5,855

NB: TLRs will be increase in line with teacher pay awards each year

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. The focus will be on establishing outstanding provision at Wren Academy Enfield and supporting the Christian ethos which underpins the education on offer to our students.

Wren Academy Enfield is the second school of the Wren Academies Trust. Having successfully opened in September 2021 with a first cohort of Year 7 students, we are currently sharing accommodation with AIM Academy at Ponders End, Enfield. In September 2021 we will relocate to the Chase Farm Hospital site into temporary accommodation before starting to move into our permanent buildings including the sports hall and dance studio during the academic year.

More details about our planned school can be found at the following link:

[Schools - Chase Farm Development](#)

Wren Academy Enfield is jointly sponsored by the London Diocesan Board for Schools and Berkhamsted School. This new school has been closely modelled on the successful Wren Academy Finchley which has a strong sporting tradition with high standards of involvement and conduct.

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 the notable success so far are being put in place to ensure similar outcomes at Wren Academy Enfield.

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

- Outstanding teaching and interpersonal skills
- The ability and enthusiasm to inspire and motivate all students to be physically active
- Strong academic qualifications
- The drive to organise exceptional extracurricular provision and successful sports teams which will engage in fixtures with other schools
- The drive to ensure that sports teams have an active programme of inter-school fixtures
- Evidence of ambition and a commitment to continuing professional development
- The determination and skills to ensure that all students make exceptional progress

Closing date: 9.00am, Monday 19 April 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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Academy Information 2020/2021

The development of a second academy will lead to collaboration and innovation which will be beneficial to all staff and students within the Trust. There will be many opportunities for professional development which will ensure that the successful candidate is encouraged and equipped to prepare for further career progression.

Wren Academy Enfield is a comprehensive school, which welcomes students whatever their previous academic attainment, then do all it can to maximise their 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'.

Our curriculum is innovative, challenging and engaging. There is an extended school day with lessons of varying lengths and single sex teaching in core subjects. Each half term we will organise a Focus Day on which 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, we will organise a House system consisting of vertical tutor groups of students in Years 7-10.

Sports are a priority at Wren with two dedicated days given over to inter-house athletics and sports competitions. This encourages healthy competition which maximises student involvement. There is also the opportunity for extensive sporting activities to be developed as part of the innovative enrichment programme which takes place twice a week on Tuesdays and Wednesdays.

Inspired by Sir Christopher Wren, our specialism is Design and the Built Environment. Key skills associated with our specialism, such as planning and creativity, impact across all subjects. We will 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 will explore 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.

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 CPD 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 being keen to focus on teaching Key Stage 3 to ensure excellent progress and the creation of firm foundations which will lead to examination success.

At Wren you will be given time to plan and evaluate your lessons. 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. 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. Being part of a Multi Academy Trust will result in a wide range of opportunities for professional development and progression.

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.
- 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 exciting professional development opportunities for the successful candidate.

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

Gavin Smith
Executive Principal

WREN ACADEMIES TRUST

Wren Academy Enfield

Job Description – Curriculum Leader of Physical Education

Curriculum Leaders will be key members of staff within the academy and their role will carry significant leadership and management responsibilities. It is essential that they give active support to the vision and ethos of Wren Academy. Their areas of responsibility will include teaching and learning, vision for their curriculum area, strategic planning, monitoring and evaluation, behaviour for learning, resources, the learning environment, Performance Management, addressing underachievement, quality of reports, leadership of Focus Days and contribution to whole school assemblies and the Enrichment programme.

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

Job Purpose

The primary purpose of the Physical Education Curriculum Leader is to ensure that the standard of teaching and learning in the subject area is of the highest quality for all students so that they are able to achieve to the best of their ability.

Key Tasks

To create a curriculum that inspires students to become effective lifelong learners by:

1. Ensuring high standards of teaching and learning for all students in all Physical Education lessons.
2. Developing a curriculum vision and plan.
3. Collaborating with subject specialists at Wren Academy Finchley to ensure that an effective curriculum is developed which will benefit all students within the Trust.
4. Creating and enhancing Schemes of Learning which enable all students to become effective learners.
5. Producing a strategic three year plan to deliver the department vision which is supported by an annual action plan.
6. Completing an annual self-review of the department carried out in support of the SEF, including an analysis and commentary of student academic performance. The conclusions of the report should then be used to modify the strategic plan.
7. Contributing to discussions on course selection and implementation.
8. Playing a full role in the delivery of the Academy's Enrichment curriculum and Focus Days.
9. Collaborating effectively with partner primary schools to ensure a smooth transition for new students.
10. Monitoring and evaluating the quality of learning including planning, lesson delivery, teacher feedback, assessment, differentiation and classroom management.
11. Organising the full range of extra-curricular sports teams which all have a full programme of fixtures with other schools
12. Taking a lead on developing house sports competitions including an inter-house athletics and a sports day
13. Being an advocate and enthusiastic user of the Academy's information technology systems.

To ensure that all members of staff within the department are motivated and supported to perform at their best by:

1. Communicating a clear curriculum vision which encourages ownership, team spirit and commitment from the faculty members.
2. Line managing and professionally developing staff in such a way that they perform at their best.
3. Meeting regularly with their line manager and keeping her/him informed of developments within the department.
4. Ensuring that all members of staff teaching Physical Education lessons go through the Performance Management cycle in the manner specified in the academy policy.

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

1. Being active in providing for the care of student wellbeing.
2. Contributing to assemblies in a way which support the Academy ethos.
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.

To set challenging targets for all students and staff, and provide the support, guidance and accountability framework necessary to achieve these targets by:

1. Devising and implementing department student assessment systems which enable student underachievement to be identified and acted upon at an early stage.
2. Coordinating effective intervention strategies which support students so that they make the progress that is expected of them.
3. Identifying excellent practice within the department and coordinating the sharing of practice through a planned and systematic timetable of observations, collaborative planning and team teaching.

WREN ACADEMIES TRUST

Wren Academy Enfield

Person Specification – Curriculum Leader of Physical Education

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 the skills and experience necessary to achieve outstanding examination results.
4. Possess a thorough understanding of the requirements and opportunities of the secondary curriculum.
5. Have experience of teaching a range of year groups including examination classes.
6. Show evidence of having developed the learning capacity of students.
7. Be able to support and role model on delivery of school ethos and policies.
8. Show evidence of continued professional development.
9. Have relevant experience of working in comprehensive and multicultural environments.
10. Possess strong leadership and management skills.
11. Have sound technical understanding of school leadership issues.
12. Have the capability to lead others in successful school innovation.
13. Demonstrate the ability to set up and operate effective self-evaluation systems.

People, Relationships and Communications

1. Be committed to maintaining a distinctive and inclusive Christian vision 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. Demonstrate the inspiration to motivate and the ability to build on the strengths and expertise of each staff member.
5. Possess integrity, optimism, credibility, resilience, calmness and a sense of proportion.
6. Possess 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. Be able to build constructive working relationships with local schools and colleges, employers and the local authority.
9. Appreciate the balance between the academic, social and emotional development of young people, needed to create an outstanding school.
10. Embody our vision and values particularly those of justice, kindness and humility.

Selection Process Details

Application deadline

Completed application forms must be received by 9.00am, Monday 19 April 2021.

Completing your application

Candidates are asked to read the details in this pack carefully, especially the Job Description and Person Specification. It is advisable to ensure your application fulfils all the criteria set out in the Person Specification and that 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

Visits cannot be organised due to restrictions necessary to reduce COVID-19 transmission, however prospective candidates are encouraged to have a virtual meeting and tour. Appointments can be arranged by emailing enfield@wrenacademy.org.

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 2021