



Head of Psychology

Wren Academy Enfield

Closing Date: 9.00am Monday 19 February 2024

Interviews: Week beginning 19 February 2024

Start Date: September 2024





Contents

- Interim Principal's Letter
- Advertisement
- Academy Information
- Job Description
- Person Specification
- Selection Process Detail





**Wren
Enfield**

Wren Academy Enfield

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Executive Principal: Gavin Smith
Interim Principal: Ertunc Hussein

January 2024

Dear Colleague

Wren Academy Enfield – Head of Psychology

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 10, and we are planning for the creation of an academic Sixth Form offering the full range of A Levels. We are therefore looking for a Head of Psychology 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 Penny Culmer on 020 3150 4604. A visit in advance of an application is possible but not obligatory.

If you decide to apply, please follow this guidance carefully. Applications will be considered as they are received but must be submitted by 9.00am, Monday 19 February 2024. You may send your application to the address above or by e-mail to recruitment@wrenacademiustrust.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
Interim Principal

The Wren Academes 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



Head of Psychology

TLR 2C

Required for September 2024

2024/25 (0.5 of TLR)	£3274.00
2025/26 (Full TLR)	£6548.00

The staggered TLR accounts for the growth of the Sixth Form, the TLR paid to the successful candidate will increase over two years when the Sixth Form is launched in September 2025

We are thrilled to announce the opening for a pioneering role as the first Head of Psychology at Wren Academy Enfield. This unique position offers a visionary educator the chance to shape and establish the Psychology Department from the ground up, setting the stage for Sixth Form studies commencing in September 2025.

This is a fantastic opportunity for the successful candidate to design, and develop the Psychology curriculum a full year in advance of the opening of the Sixth Form in September 2025. Your vision will lay the foundation for a department that inspires and educates future economists through a high quality curriculum and outstanding outcomes.

In preparation for the Sixth Form's inception, during the academic year 2024/25, your role will also involve teaching another subject. This will provide an excellent opportunity to integrate with our community and understand our student body, paving the way for a seamless transition to Psychology teaching. The opportunity of starting at the school a year before the Sixth Form opens will also allow the successful candidate the opportunity to recruit students and inspire our student body about the subject.

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

- Outstanding teaching and interpersonal skills
- Strong Psychology qualifications with the ability to teach another subject at Key Stage 3 or 4
- A proven record of excellent A Level examination outcomes
- The ability to teach GCSE and A Level are 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 19 February 2024 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 four years into opening a second school which has recently 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 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 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

Ertunc Hussein
Interim Principal

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WREN ACADEMIES TRUST

Wren Academy Enfield

Job Description

Heads of department are expected to secure high standards of learning and achievement for all students through the planning and delivery of excellent teaching. They should plan, teach and assess to ensure that all students achieve in line with or better than key stage value added estimates. It is essential that they give 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.

Job Purpose

The primary purpose of the Head of Psychology is to ensure that the standard of teaching and learning is of the highest quality for all students so that they are able to achieve to the best of their ability and make exceptional progress at KS4 and KS5.

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 throughout the department.
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. 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 department 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 them informed of developments within the department.
4. Ensuring that all members of staff in the department 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 – Head of Psychology

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 February 2024.

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 should be emailed to recruitment@wrenacademiustrust.org.

CVs will not be accepted.

Visits

Visits can be organised requested. If you would like to see the school in advance of submitting an application, a tour can be arranged by emailing recruitment@wrenacademiustrust.org.

Selection process

The selection process will consist of a lesson observation, student panel and panel 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.

January 2024