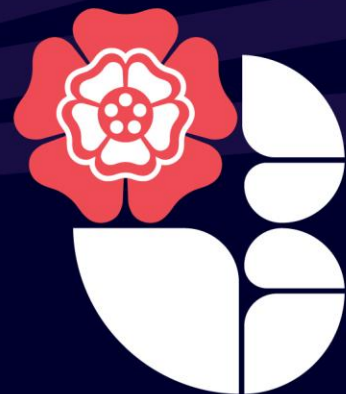


Secondary Recruitment Pack

Wrenn School

Subject Lead: RE



**WRENN
SCHOOL**
*Creative
Education
Trust*

Dear Colleague



Thank you for your interest in the role of
Subject Lead: RE at Wrenn School.

I am delighted that you have shown an interest in applying for this key post at our Ofsted rated GOOD school and SCHOOL OF THE YEAR 2020/2021 (Northampton Education Awards). We believe that our students should receive an excellent education with opportunities to succeed beyond their potential, encouraging

them to become confident, independent young adults, balanced by compassion and respect for others.

Wrenn School joined Creative Education Trust in November 2018. Our network consists of eleven secondary and six primary academies in the Midlands and Norfolk plus a central team. Wrenn School has the ambition, the expertise and the determination to ensure that our outcomes will continue to improve alongside developing the character education of our students. To do this, it is vital that we attract the right calibre of professional to work alongside our dedicated team of staff.

Every member of staff receives an Individual Professional Development Programme. We empower staff to take ownership of their career progression and we invest significantly in training, outreach work, nationally recognised leadership qualifications and research projects linked to the needs of our students and the school. Your wellbeing and professional development in order to enhance your career is a priority for us. We offer a mentoring programme, career stage interviews, flexible benefits, staff rewards and support for family events. We continually monitor and pursue opportunities to manage workload effectively and promote a working environment that is supportive, enjoyable and positive for all.

We are looking for a colleague who shares the clear vision that the child is at the heart of everything we do. One who can enjoy positive, professional relationships with young people and who demonstrates high levels of resilience and emotional intelligence.

Every child is entitled to an outstanding education where they have excellent opportunities to achieve beyond their potential. Our ethos of Ambition, Excellence and Care for all is underpinned by our Proud to be Wrenn values. We strive to develop the aspirations and values of every student and member of staff.

You will be able to find a wealth of information about Wrenn School on our website www.wrennschool.org.uk which will help with your decision.

Yours faithfully

Laura Parker
Principal

You can find out more at:

www.creativeeducationtrust.org.uk

“We are looking for an ambitious, experienced, committed and energetic teacher”

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities



Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT WRENN SCHOOL



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough, Northamptonshire.

Since November 2018 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all of the children in our care.

Our on-site facilities include:

- Sports fields including 5-a-side football pitches;
- Multi-Use Games Area marked up for netball and football;
- Multi-use Floodlit Astro Turf
- Performance hall with sound system and projector;
- Lecture Hall complete with tiered seating;
- Dedicated Sixth Form Hub
- Use of visualizers in selected classrooms
- Bespoke music centre
- Specialised creative subject learning building
- Learning Resource Centre for text-based resources



Knowledge Connected

Curricular innovation through our 'Knowledge Connected' programmes promotes creative, integrated and pro-active thinking so that our students are equipped for the challenges of the 21st century

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that they have the opportunities to excel and give our students the education they deserve.

As members of staff in an ambitious school that aims to enrich the experiences of our young people, enable them to make extraordinary progress and be able to access the best opportunities for their future lives, we must be role models for continuous learning and development.

We provide:

- Training and development for all staff across the wide range of roles that we have in school – both in and outside the school.
- Clarity around career structure and expectations that can be met to demonstrate successful progress, according to career stage.
- A supportive Professional Development system that sets realistic objectives and encourages individual growth, team success and the promotion of the Wrenn ethos through a coaching approach.
- Quality Assurance that focusses on formative, developmental feedback, rather than summative judgements.
- Opportunity to reflect on career aims and feedback into further school improvement through career stage interviews.
- The opportunity to work with colleagues on improvement projects through action research, development projects, enhancing subject knowledge, co-observation and utilising external support – colleagues engaged in collaborative development so that improvement is continuous.

We have an open-door policy for senior leadership and encourage feedback from all our staff in significant areas of school improvement.

We also provide an Insights programme that allows staff at any stage in their career to gain an insight into what the next step in their career progression might look like and the training around this.



SUBJECT LEAD: RE

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Wrenn School, Wellingborough, Northamptonshire

SALARY

Full Time (Part Time Considered)

Permanent post

Main Pay Sale / Upper Pay Scale

£31,650 - £49,084

TLR2A - £3,390.77 per annum

Start date: September 2025 (or sooner if negotiated)

THE ROLE

To significantly raise standards of student attainment in RE and ensure outstanding progress.

REPORTING LINES

The post will report to the SLT Link for RE.

TEACHING, LEARNING AND STANDARDS

- Ensure that the faculty curriculum fully meets the needs of all pupils and is effectively delivered in all areas of the department.
- Deliver exceptional lessons and be a model of teaching practice for other teachers in the department.
 - Support and quality assure teaching and learning within the department and identify effective practice, areas for development and deliver effective CPDL.
- Co-ordinate the preparation and development of course of study, teaching materials and schemes of work and methods of teaching.
- Devise and implement assessment and marking policies and practices within the department
- Co-ordinate assessment, reporting and analysis of pupil progress within the academy's framework to make data-driven changes to curriculum design and pupil interventions.
- Actively review and evaluate the provision within the department to identify next steps and improvement.
- Actively promote the work of the department and students across the school.

You can find out more at:

www.creativeeducationtrust.org.uk

- Identify and rapidly implement intervention strategies for emerging achievement gaps
- Ensure that all pupils achieve or exceed their individual targets.

MANAGEMENT AND LEADERSHIP

- Motivate, challenge and support all staff in order to ensure a high performing department and positive team culture.
- Coach staff to ensure excellent teaching and learning in all lessons, through regular observation and feedback.
- Ensure that non-specialist teachers are employing best pedagogical practice for their subject.
- Ensure effective communication within the department team.
- Delegate clearly defined areas of responsibility to other members of the department.

EFFICIENT AND EFFECTIVE DEPLOYMENT OF RESOURCES

- Manage the department budget effectively.
- Oversee ordering, maintenance and accountability for the teaching and learning resources within the department.
- Ensure the school's Health and Safety policy and all published safety guidance is implemented and monitored in the department, including appropriate risk assessments when necessary.
- Ensure that the department inventory of equipment is maintained and regularly updated.

PERSONAL QUALITIES

- Must be adaptable, flexible and open to change
- Excellent inter-personal skills and the ability to remain constructive under pressure.
- Integrity, openness, energy and enthusiasm.

SCHOOL ETHOS AND COMMUNITY

- Support the Ethos and culture within the school and support colleagues and students to "set no limits and accept no excuses". Play an active role in school life and make a positive contribution to the ethos of the school.
- Share the responsibility with other managers for the maintenance of a learning environment and the well-being of students throughout the day and at the end of the school day.

- Effectively implement all academy policies within the department.

- Actively participate in middle leader meetings and collaborate with other Heads of Faculty in order to enrich pupil learning.

- Undertake other relevant responsibilities as directed by the Principal.

SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues; contribute to collaborative work across Creative Education Trust schools and support other staff in participating in trust-wide work and projects.

- Participate in Creative Education Trust and sector-wide activities in order to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.

- Undertake any other reasonable duties deemed appropriate to the role.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

You can find out more at:
www.creativeeducationtrust.org.uk

SUBJECT LEAD: RE

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status. • Degree or equivalent in RE or relevant subject 	<ul style="list-style-type: none"> • Further evidence of CPD linked to leadership role
Experience	<ul style="list-style-type: none"> • Experience of raising attainment in a challenging classroom environment. • Experience of reflecting on and improving teaching practice to increase student achievement. • Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities. • Successful teaching experience in the Secondary phase. • Experience of raising standards through leading staff development. 	<ul style="list-style-type: none"> • Evidence of management of multiple subjects
Knowledge and Understanding	<ul style="list-style-type: none"> • Thorough and up to date knowledge of curriculum areas. • Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour. • Evidence of raising the achievement of groups of students. • Knowledge of assessment and reporting practices to accurately pitch curriculum and interventions. • Ability to analyse and interpret data effectively and act upon the information. • Knowledge of curriculum requirements and developments and educational initiatives, including RE. 	<ul style="list-style-type: none"> • Knowledge of how to implement inclusive education
Skills	<ul style="list-style-type: none"> • Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice. • Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards • Thinks strategically about classroom practice and tailoring lessons to student needs. • Understands and interprets complex student data to drive lesson planning and student attainment • Good communication, planning and organisational skills. 	<ul style="list-style-type: none"> • Evidence of managing CPD

You can find out more at

www.creativeeducationtrust.org.uk

	<ul style="list-style-type: none"> • Demonstrates resilience, motivation and commitment to driving up standards of achievement. • Commitment to regular and ongoing professional development and training to establish outstanding classroom practice. • Vision aligned with Creative Education Trust's high aspirations and high expectations of self and others. • Effective team worker and leader. • High expectations for accountability and consistency. • Genuine passion and belief in the potential of every student. • Motivation to continually improve standards and achieve excellence. • Relishes accountability and takes personal responsibility for their own actions. • Excellent critical thinking skills; has intellectual curiosity and rigour. • Strong interpersonal, written and oral communication skills. • Ability to demonstrate sound balanced judgement with decisiveness, flexibility and integrity. • Commitment to and vision for developing links with the local community. • Committed to the highest standards for child protection. 	
Equal Opportunities	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity. 	
Safeguarding	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice. 	
Other Requirements	<ul style="list-style-type: none"> • High expectations for every pupil and a proven track record of making a difference to the learning and experiences of students inside and outside the classroom. 	

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