



## Teacher of Art

### Wren Academy Enfield

Closing Date:	9.00am Thursday 9 February 2023
Interviews	Week beginning Monday 20 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 – Teacher of Art 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 a Teacher of Art who will join the Humanities 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 on Thursday 9 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**



## **Teacher of Art**

### **Main Scale 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:

- Outstanding teaching and interpersonal skills
- Strong Art 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, Thursday 9 February but applications will be considered as they are received.

For an application pack please see our website:

[www.wrenacademyenfield.org/69/recruitment](http://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 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

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

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**

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**Wren**  
**Enfield**

## Art and Design Department Information

Wren Academy's Art department is an innovative space to develop students Art practice informed by up-to-date pedagogical research and quality first teaching: Our emphasis is on the necessary balance between theory and practice, concept and experimentation, the contemporary and art historical. We want our students to realise their full potential and feel empowered and supported to act as artists in their own right in our classrooms.

There is also a strong emphasis on the teaching of drawing at all levels, in order to provide students with the necessary skills to succeed in new exam specifications. Students at Key stage 3 explore a wide range of disciplines such as ceramics, sculpture, painting, print-making, mixed-media and photography. At Key stage 4 and 5 students will develop their knowledge and skills both practically and critically, studying towards an Art, Craft and Design GCSE and A-Level.

All students study Art in Year 7 and 8 and are then able to choose to continue this into Year 9. As Wren Academy Enfield is in its third year, Art has proved extremely popular with our first cohort of year 9 students and we are confident that many will continue to study at GCSE and eventually A-Level.

The Art curriculum is currently solely delivered and written by the department's Curriculum Lead. We want to grow this department, expand the specialist expertise and learning experiences we can offer our students and prepare to deliver highly successful GCSE and A-Level curriculums. This is an exciting time to join the department as it is evolving and be part of a creative team dedicated to ensuring the best possible learning for all of our students.

The Art and Design department at Wren Academy Enfield is committed to delivering high quality art teaching which challenges students and builds on individual strengths and aptitudes. Our schemes of learning and lesson plans enable students to think in a number of ways, in line with the school policy on Building Learning Power. These schemes are regularly reviewed to ensure students are exposed to current affairs and a diverse curriculum and to prepare students for the requirements of the GCSE specification. There is an open atmosphere in the Academy where staff can informally observe each other, and this helps to ensure a consistent approach to teaching and learning across the department and Academy as a whole.

Activities are planned to enable students to work in a number of ways to enhance their learning. Lessons are tailored to individual needs; whilst the content is accessible for all students (with effective differentiation), we are also conscious of the need to stretch the most able. Teachers at Wren Academy have high expectations of all students. Future members of the department will be expected to contribute to the ongoing development of resources, whilst adapting existing resources to the needs of their classes. Further to our provision on the curriculum, students also have the opportunity to take part in Art and Design activities as part of our enrichment programme.

Support is provided through the line management process, and regular planning and evaluation meetings to ensure all members of staff are confident in their judgements. This is one of many professional development opportunities available at Wren Academy Enfield.

The staff at Wren Academy Enfield are keen to use their skills and encourage students to the same in the wider school community. Aside from existing enrichments there is opportunity to contribute in other ways to ensure that students have an exciting curriculum in art with rich and varied opportunities and that there is a strong relationship across curriculum areas. We recognise the creative artworks made by our talented students and they also have the opportunity to submit their artwork in competitions. A teacher joining the department will be encouraged to develop innovative enrichment opportunities.



We are keen to exploit the technology at our disposal, and make regular use of ICT in lessons and home learning tasks. All students bring their own tablets to school and we make full use of these to support their learning.

Please contact Laura Prime, Curriculum Lead of Art and Design if you wish to discuss your application further, [laura.prime@wrenacademyenfield.org](mailto:laura.prime@wrenacademyenfield.org).

# **WREN ACADEMIES TRUST**

## **Wren Academy Enfield**

### **Job Description – Teacher**

Teachers are expected to secure high standards of learning and achievement for all students through the 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 teacher 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.

#### **Key Tasks**

**To create lessons which inspires students to become effective lifelong learners by:**

1. Ensuring high standards of teaching and learning for all students.
2. Planning 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, and Focus Days.
8. Creating a purposeful and challenging classroom environment that encourages students to become more effective learners through interactive display.
9. Liaising with 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 each lesson.
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 cover work that has clear objectives and expected outcomes if absent from the academy.
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. Being an enthusiastic and effective form tutor who is fully committed to embracing an inclusive and safe environment.
2. Building respectful, supportive and constructive relationships with all students.
3. Having a strong commitment to promoting equality of opportunity and high quality pastoral care.
4. Maintaining the highest standards of behaviour so that all students are able to learn effectively.
5. Providing a proactive presence around the school embodying the academy's high expectations to students.
6. Knowing when to draw on the expertise of colleagues who have responsibility for safeguarding children and individual learning needs.
7. Attending and participating in parent evenings and open evenings.
8. To uphold and actively support the academy's policies and procedures on the safeguarding of young people.

**Reporting**

Art teachers will be line managed by the Curriculum Leader for Art.

**WREN ACADEMIES TRUST**  
**Wren Academy Enfield**  
**Person Specification – Teacher**

**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. Know how to use, with guidance, statistical information to evaluate the effectiveness of their teaching and to monitor the progress of those that they teach.
11. Be willing to act upon advice and feedback and being open to mentoring and coaching.
12. Be receptive and constructively critical of whole school innovation which will lead to benefits and improvements in teaching and learning.
13. Demonstrate the ability to set up and operate effective self-evaluation systems.
14. Have a commitment to extra-curricular activities and be able to follow procedural and safeguarding guidelines to ensure these run smoothly.

**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 every day work and practice, particularly those of justice, kindness and humility.

## **Selection Process Details**

### **Application deadline**

Completed application forms must be received by 9.00am, Thursday 9 February 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](mailto:wrenhr@wrenacademy.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 appointments can be arranged by emailing [enfield@wrenacademy.org](mailto: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.

**January 2023**