Teacher of English

Wren Academy Finchley

Closing Date: 9.00am, Friday 9 June 2023

Start Date: September 2023





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

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Wren Academy Finchley

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Secondary Principal: John Keohane
Primary Headteacher: Louisa Taylor

May 2023

Dear Colleague

Wren Academy Finchley – Teacher of English

Thank you for your interest in this post at Wren Academy Finchley.

The information given in the documentation here and more general information elsewhere 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 to arrange a suitable time.

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 must be submitted. Applications will be considered as they are received. You may send your application in hard copy 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



John Keohane
Secondary 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.

Teacher of English

Main Scale plus Wren Academy Allowance

Part-time, flexible working or temporary position will be considered
Required for September 2023

A great opportunity to work in a talented, highly motivated and supportive group of teachers who have contributed to securing the Academy's exceptional examination success and successful Sixth Form.

Located in the London Borough of Barnet, Wren Academy is sponsored by the Church of England and Berkhamsted School. The Academy has developed a strong reputation for outstanding teaching and learning, as demonstrated by our Progress 8 figure, which places us in the top 100 schools nationally. We are an all-through school with an established Sixth Form and a primary phase which opened in 2015. The engaging curriculum, and state of the art buildings have contributed to the academy's notable success.

The Academy is a forward-thinking establishment and welcomes colleagues who are enthusiastic and ready to help create powerful and effective learning experiences for all students. The English department is a thriving part of the Wren community and offers both English Language and English Literature to A Level. The curriculum is innovative and focused on developing students' lifelong love of English, as well as achieving outstanding examination success at all levels.

Wren is a Multi Academy Trust and plans are well advanced to build new schools which will provide exciting professional development opportunities for the successful candidate. This includes Wren Academy Enfield which opened in September 2020 to a first cohort of Year 7 students.

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

- Outstanding teaching and interpersonal skills
- A strong academic English background with the ability to teach the subject to GCSE essential and to A Level desirable
- Evidence of ambition and a commitment to continuing professional development
- The desire to maximise the performance of all students and ensure the very best progress for all
- There is the potential for further responsibility for a candidate with suitable experience
- A willingness to deliver a second subject is desirable

Flexible working arrangements will be considered.

Closing date: 9.00am, Friday 9 June 2023, but applications will be considered as they are received. Interviews: Week commencing 12 June 2023.

For an application pack please see our website: Recruitment - Welcome to Wren Academy Finchley

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Academy Information 2022-2023

Wren Academy Finchley opened in September 2008 as a new school sponsored by the London Diocese of the Church of England and Berkhamsted School. We have come a long way since the Academy opened to its first Year 7 in 2008 and are now an all through school with over 1500 students aged between 4 and 18. The Academy has continued to grow as we opened our Sixth form in 2013 and have taken on new primary cohorts since 2015. Wren Academy Finchley is proud of its successes having secured exceptional academic progress for our students at KS2, GCSE and A Level. We have also established a national reputation for excellence in teaching and learning, developing an approach that focuses consistently on enabling young people to be effective learners, regularly hosting visitors from the Republic of Ireland and Netherlands.

Our Sixth Form has grown in popularity since opening to our first Year 12 students in 2013. It has rapidly established a reputation for academic excellence, great study support and a rich and varied extra-curricular programme. Furthermore, we have proved our ability to help students achieve their ambitions by gaining access to the best university courses and employment opportunities.

In September 2020, Wren Academies Trust opened Wren Academy Enfield with the first cohort of Year 7 students. The Wren Academy Enfield will then grow each year to become a six form entry 11-18 school. The development of a second Academy has led to further collaboration and innovation with subject departments regularly sharing resources and aligning assessments to reduce workload. Further growth of the Trust will result in opportunities for continued Professional Development and career progression.

The Trust has established a national reputation for excellence in teaching and learning at Wren Academy Finchley, developing an approach that focuses on enabling young people to be effective learners. It is planned that Wren Academy Enfield will take the same approach resulting in similar success and achievements. The learning framework of the Academy is based on the 6 Rs which encourages students to be:

- Resilient
- Relational
- Redemptive
- Reflective
- Resourceful
- Reverent

These characteristics of effective learners are currently being included into a new teaching and learning framework, rooted in a research based evidence. Currently, a teacher working party is drawing on the latest findings in the science of learning to produce clear, manageable approaches which will utilise the most effective teaching strategies. In addition, all learning is supported by a digital tablet which are an expected item of equipment for each student. The use of this technology enhances learning within the classroom and at home.

The Academy has high academic standards coupled with a strong emphasis on developing students' social, cultural and learning skills. Our learning culture embraces all aspects of life at Wren, not just the lessons. Students are happy and make exceptional progress at the Academy as evidenced by the following:

- Excellent Progress at GCSE (P8 Scores: 2022: +0.87, 2019: +0.91)
- Amongst the highest non-selective schools in Barnet for Attainment 8: (2022: 65.28, 2019: 61.85)
- GCSE 5+ in English and Maths- 2022: 82%, 2019: 80%.

- Over-subscribed Sixth Form with excellent destinations for all students – in 2022, 4 students have progressed to Cambridge University and 1 to Oxford University)
- A Level grades: 41% A*-A, 86% A*-C (2022)

We were also delighted with the university and employment destinations our students are achieving. Most Wren Finchley sixth form students move on to the university of their choice with increasingly high numbers going to Russell Group institutions, with Oxford, Cambridge, Durham, Imperial and the UCL amongst our destinations. Wren students regularly win places on the most competitive courses, including Medicine, Dentistry and Law. Students also gained places at highly sought-after creative arts institutions such as Central St Martins as well as prestigious apprenticeships with companies such as Deloitte and Jaguar.

Wren is a comprehensive school, which welcomes students of all academic abilities and maximises their potential. We are also a vibrant and culturally diverse community and actively pursue the aspiration of becoming an anti-racist community. A particular focus of CPD in recent years has focussed on increasing staff understanding of racist language, behaviour and actions. We also have a black student focus group contributing to our wider understanding of the life experiences of our black community.

Our staff body of 96 teaching staff and 65 student services colleagues is inclusive and representative of the community in which we serve. All staff, whatever their role, are equally valued and the contribution of student services colleagues to the life and success of the Academy is celebrated. Our restaurant, centrally situated, is the heart and hub of our community. This provides a bright, clean, communal space where staff and students can socialise, meet and eat. Over the years, the restaurant has become the foundation for strong relationships across departments and staff groups ensuring that all staff benefit from friendship and support beyond their immediate teams. We have consistently recruited a talented and committed staff who share the ambition of creating a uniquely successful school.

Our curriculum is innovative, challenging and engaging. There is an extended school day, single sex teaching in core subjects and an extensive timetable of enrichment activities. Each half term we have a focus day on which the usual timetable gives way to in depth study of a range of issues. To further support learning and social development, we have a house system and there are vertical tutor groups for students Years 7-10.

Inspired by Sir Christopher's Wren our specialism is Design and the Built Environment. Key skills associated with our specialism, like 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.

We have a campus, which is architecturally innovative and visually impressive with a high emphasis being placed on environmental sustainability. The buildings provide for a wide range of teaching and learning approaches with larger, flexible learning areas and smaller group rooms alongside more traditional classrooms. The working environment for all staff is of a high quality.

Teachers are encouraged to innovate and adopt a research-focused approach to improving their practice. All teachers joining Wren receive a high quality professional development experience. We hope that simply by working at the 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 three hours of CPD per week. Within this structure is an increasing focus on engaging with the latest educational research, with many colleagues undertaking small scale research projects related to their practice. Therefore, we are looking to recruit teachers who are currently good or outstanding and 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. Many of our teachers have achieved career advancement within the Academy whilst others have moved on to promotion elsewhere.

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 at work 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.
Other benefits of teaching at Wren:

- Children of colleagues working at Wren for over two years are given priority for a place in Reception or Year 7
- An exceptionally talented and mutually supportive staff team
- Talented, courteous and ambitious students
- Excellent professional development opportunities including support for programmes of further study and planned career development. This includes the opportunity to study for NPQs.
- Timetabled professional development time during the school day
- Planning and evaluation time during the school day
- A pleasant and attractive working environment
- Free refreshments and a daily lunchtime allowance
- 'Wren Allowance' in recognition of delivering enrichment activities and contributing to the wider life of the Academy.
- A lower student contact ratio than the norm

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

John Keohane
Secondary Principal

English Department Information

The English department at Wren Academy is a talented, successful, and welcoming department. There is a Head of Department supported by two Assistant Heads of Department responsible for Key Stage 3 and Key Stage 5. There is also a Literacy Coordinator, who leads on raising literacy across the Academy.

Key Stage 3 English at Wren Academy is taught in single gender, mixed ability groups. Our approach to setting at Key Stage 4 is slightly different and seeks to incorporate the most positive aspects of setting and mixed ability teaching: there is a top set of approximately 30 students for each gender and significantly smaller mixed ability classes of about 20 students. Setting policies are currently being reviewed across the Academy. Single gender lessons are a key feature of English at Wren and, as a department, we are constantly striving to personalise lessons to suit each individual group and to explore teaching strategies which maximise the learning in single gender groupings.

English at Wren Academy is taught through innovative, newly designed schemes of learning that are both knowledge and skills based. In Key Stage 3, students study a wide range of English Literature. Lessons are consistently relevant to students and are of an extremely high quality, combining a range of teaching approaches including drama and ICT. All students in Years 7-11 have their own tablets in lessons; these are fully integrated into learning. In keeping with the whole Academy's approach to teaching and learning, students are expected to reflect on their capabilities as learners, and to develop strategies to overcome obstacles to their English learning.

Assessment in English is rigorous. At Key Stage 3, both formal and informal assessments are used to allow individual teachers to actively track the progress of their students and be pro-active in providing intervention to support students who are underachieving. Students are made aware of their own progress regularly using a combination of formative and summative assessment and are already very aware of what they need to do in order to make progress in English. We introduce our students to a range of texts throughout Key Stage 3 to ready them for the more rigorous demands at GCSE. We follow the Edexcel specification for GCSE and enter the entire cohort for both English Language and English Literature. We have highly ambitious expectations of our GCSE students, which we consistently meet through excellent teaching, monitoring and intervention. The results are outstanding, with students achieving a value added score equivalent to one grade higher than what they might achieve in an average school.

At A Level we offer both English Language and English Literature with Edexcel. Significant numbers of students opt for one or both of these A Levels and many go on to study English at university.

This is a unique opportunity for a creative and ambitious curriculum specialist to work collaboratively with our English team at Wren Finchley and across the Wren Academies Trust. We are dedicated to refining an outstanding curriculum where students and staff flourish and are enthused by the study of English. We look forward to welcoming an excellent English teacher who is committed to innovative planning, is highly organised and would be excited to contribute to all aspects of the curriculum, assessment and whole Academy initiatives.

Please contact Jennifer José, Head of English Faculty if you wish to discuss your application further. jennifer.jose@wrenacademy.org.

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Wren Academy Finchley

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

Teachers will be line managed by the Head of Department.

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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, Friday 9 June 2023, 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. CVs will not be accepted.

Visits

If you would like to visit the Academy, appointments can be arranged by emailing wrenhr@wrenacademy.org.

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. Candidates are asked to ensure that their 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.

May 2023