



Teacher of Science

Wren Academy Enfield

Closing Date:	9.00am Friday 4 February 2022
Interviews	Week commencing 7 February 2022
Start Date:	September 2022





Contents

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



January 2022

Dear Colleague

Wren Academy Enfield – Teacher of Science

Thank you for your interest in this post at our recently opened school.

We are looking to appoint a teacher of Science who will join a pioneering team of teachers who are working hard to create an outstanding education for our first cohorts of students. Initially teaching the lower secondary years, in time the successful candidate will have the opportunity to teach both GCSE and then A Level when our Sixth Form opens in September 2025. Candidates should apply if they are capable of teaching effectively across a range of year groups.

The details 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 plan to relocate from temporary classrooms to state of the art accommodation designed by the award-winning architects Jestico + Whiles located on the Chase Farm Hospital site.

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 Friday 4 February 2022. 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 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.



Teacher of Science

Main Scale plus Wren Academy Allowance

Required for September 2022

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, we are currently located in temporary classrooms on the Chase Farm Hospital site. It is expected that we will start relocating to our permanent buildings from September 2022.

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

[Schools - Chase Farm Development](#)

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 Science qualifications
- The ability to teach GCSE is essential with A Level teaching becoming available for suitably qualified candidates
- 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, Friday 4 February but applications will be considered as they are received.

For an application pack please see our website: www.wrenacademyenfield.org/69/recruitment

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

Academy Information 2021/2022

The development of a second academy has led to collaboration and innovation which benefits all staff and students within the Trust. There are 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 does 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, single sex teaching in core subjects and an extensive timetable of enrichment activities. 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 have organised a House system consisting of vertical tutor groups of students in Years 7-10.

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

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 GCSE and A Level 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

Wren 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

Science Department Information

The approach to learning in Science is strongly influenced by the “How Science Works” aspect of the National Curriculum. We encourage students to be curious, creative and questioning whilst ensuring that they develop an active interest in scientific enquiry.

The department currently has four teachers covering all three subject disciplines. We work collaboratively to develop curriculum material, prepare assessments and monitor student progress. This is facilitated through weekly planning and evaluation meetings which are timetabled during the school day. The level of mutual support available will be an ideal environment for an ECT to develop their teaching or for a more experienced colleague to take the next steps in their career. As the school grows and more year groups are added it is anticipated that additional teachers will be recruited each year. This will in time lead to a range of leadership opportunities becoming available as a range of middle leader posts are created.

Science is currently taught in single sex groups. The single sex grouping of students is an innovative approach in which leads to a tailored approach to teaching and learning without compromising the curriculum content. Experience from Wren Academy Finchley shows that this organisation of the students in this way leads to higher number of girls following STEM pathways, studying sciences at A Level and university.

Our Key Stage 3 curriculum is a rigorous and engaging preparation for GCSE study. Triple Science (separate sciences) and Combined Science Trilogy (AQA) will be offered at GCSE which will then be followed with the delivery of Biology, Chemistry and Physics A Levels. We will continue to develop the best possible curriculum and assessment at Key Stage 3 to meet the needs of all our learners whilst stimulating their interest in the subject.

The Science team runs a STEAM enrichment which provides students with the opportunity to explore a range of exciting and interesting projects including astronomy, engineering, climate change and forensic science. The successful candidate would be expected to help extend our extra-curricular activities so that students develop a love of science which goes well beyond examination preparation.

The department also benefits from a commitment to developing Student Voice through the full engagement of Curriculum Advisors. These are Year 7 and 8 students who work closely with the teachers to evaluate lessons and provide useful feedback from their peers. They regularly attend meetings with the science team and make a genuine contribution to the creation of lessons and schemes of learning.

Although initially located in temporary accommodation, in 2022 the Science department will move into well-resourced labs. We are looking forward to being located in a suite of labs at the top of the school with views across North London and the greenbelt.

Please contact Michaela Ellington if you wish to discuss this post further.
michaela.ellington@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

Science teachers will at first be line managed by the Curriculum Leader for Science (Key Stage 3).

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.

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

Selection Process Details

Application deadline

Completed application forms must be received by 9.00am, Friday 4 February.

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.

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.

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 2022