



Head of Physics Wren Academy Finchley

Closing Date: 9.00am, Monday 24 February

Start Date: September 2020



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

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**Wren
Academy**

Wren Academy

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Executive Principal: Gavin Smith

Primary Headteacher: Louisa Taylor

February 2020

Dear Colleague

Wren Academy Finchley – Head of Physics

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, or would like to arrange a visit – please contact Emily Shaw 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

**Gavin Smith
Executive Principal**

Wren Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



Head of Physics

TLR £5,565 plus Wren Allowance

Required for September 2020

A great opportunity to lead a talented, highly motivated and supportive group of teachers who have contributed to Academy's outstanding OFSTED status, 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 Science department is a thriving part of the Wren community and offers all three Sciences to A Level. The curriculum is innovative and focused on developing students' lifelong love of Science, 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 Enfield which will open 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 Physics background with ability to teach the subject to GCSE and A Level essential.
- 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.

Closing date: 9.00am, Monday 24 February 2020 but applications will be considered as they are received.

Interviews will take place the week commencing 24 February 2020.

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

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Academy Information 2019/2020

Wren Academy 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 school opened to its first Year 7 and are now an all through school with over 1400 students aged between four and 18. The Academy is proud of its successes; we have been given three 'Outstanding' Ofsted judgements, two Outstanding SIAMs reports and achieved exceptional GCSE and A Level results. 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.

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.

We are on track to opening a second Academy in the London Borough of Enfield. Plans are well advanced to open Wren Academy Enfield on the Chase Farm Hospital site. The new school is planned to open in September 2020 with the first cohort of Year 7 students. The Academy will then grow each year to become a six form entry 11-18 school. The development of a second Academy will lead to further collaboration and innovation. It is also expected that the further growth of the Trust will result in opportunities for professional development and career progression.

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. In 2019, our excellent GCSE results were maintained:

Progress 8	+ 0.96
Attainment 8	61.88
Grade 5 or above including English and Maths	77%
Grade 9-8 (A*)	28%
Grade 9-5 (A*- B)	78%

Wren Academy sixth form students have achieved excellent A Level results this summer with the A* grades (10%) being the highest percentage ever:

Grade A* - A	25%
Grade A* - C	83%

We are also delighted with the university and employment destinations our students are achieving. Most Wren sixth form students move on to the university of their choice with increasingly high numbers going to Russell Group institutions and 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 highly regarded 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 where all members benefit from our distinctive and inclusive Christian ethos inspired by the encounter of Zacchaeus with Jesus and the encouragement 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 organise a Focus Day on which the usual timetable

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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 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 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 developed a learning philosophy which actively encourages all teachers to promote the learning habits and attitudes of mind of all students. This has resulted in the development of a reputation for excellence which has led to us delivering training to other schools. We have recruited a talented and committed staff who share the ambition of creating a uniquely successful school. Colleagues are encouraged to innovate and to develop new ways of learning and working together. There are now over 96 teaching staff and 65 student services colleagues at Wren Academy Finchley with further growth expected with the addition of Years 5 and 6 to our primary phase.

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.

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. We are looking to recruit teachers who are currently highly effective and have the desire to develop further. We aim 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 include:

- Children of colleagues working at Wren for over two years will be 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.
- A pleasant and attractive working environment.
- Free refreshments and a lunchtime allowance.
- Timetabled professional development time during the school day.
- Planning and evaluation time during the school day.

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

Gavin Smith
Executive Principal

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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. This links well with the whole school approach to learning “Building Learning Power” which promotes these qualities and skills. Science is a popular subject at Wren with large numbers of students taking Triple Science and A level classes in all three science subjects. Results across the department are strong with positive value added outcomes at GCSE. We were delighted with the progress of our Year 13 cohort with a large number of students going on to study Science related degrees at prestigious universities. This included Physics at Manchester and Exeter, Mechanical Engineering at UCL, Dentistry at Manchester and Kings, and Medicine at UCL. Science is very much at the heart of our growing Sixth Form.

The department currently has twelve teachers representing all three subject disciplines. We work collaboratively to develop curriculum material, assessment and monitor student progress. We have weekly planning and evaluation meetings which facilitate this process. The department also benefits from a number of student curriculum advisors who attend meetings and provide useful feedback. We have recently re-written our Key Stage 3 curriculum to reflect national curriculum changes and have moved to a two-year key stage 3. Triple Science (separate sciences) and Combined Science Trilogy (AQA) are currently offered at GCSE. At Key Stage 5, we follow AQA for Biology, Chemistry and Physics. We will continue to develop the best possible curriculum and assessment at Key Stage 3, 4 and 5 to meet all our learners’ needs.

The department is led by a Head of Science who is supported by subject Heads of Biology, Chemistry and Physics and a Key Stage 3 co-ordinator. A dedicated member of the leadership team supports the department in the management and strategic planning of the subject area.

The Science department is well resourced with two experienced Science Technicians in post to facilitate our lessons and the development of the curriculum. We also are supported by a subject specific Higher Level Teaching Assistant. Science is taught in single-sex groups at the Academy and these groups are set according to ability. The single sex aspect is an exciting development in which we can consider the potential need for different teaching and learning approaches without compromising the curriculum content. This approach is also followed in Maths and English.

The Science department at Wren Academy consists of six generously sized laboratories, two prep-rooms, a staff work-base two additional classrooms, a lap top trolley and ICT Suite. All rooms are equipped with digital projectors.

Science enrichments run successfully giving over 100 students the opportunity to explore a range of exciting and interesting projects including astronomy, data-logging, engineering and forensic science. Last year a large number of students represent the Academy at various competitions, with some advancing to regional finals this year. We have been on a number of curriculum based trips including the Science and Natural History museums, London Zoo and Friary Park to investigate local ecology. We also recently ran a whole school mixed-gender bridge and helicopter design activity. All of Year 7 have been taken on a cross-curricular trip with the Maths Department to Greenwich. We have also developed our A Level links with UCL where our Year 13 students have received teaching directly from a practising observational astrophysicist. We are currently working with the Institute of Physics as a stimulating Physics Link School to develop the delivery of Physics. The successful candidate would be expected to help extend our extra-curricular activities as well as contributing to the further development of the science curriculum.

Please contact Amer Malik, Head of Science if you wish to discuss this post further.
amer.malik@wrenacademy.org

WREN ACADEMIES TRUST

Wren Academy Finchley

Job Description – Head of Department

Heads of Department are key leaders within the Academy and their role carries significant leadership and management responsibilities. It is essential that they give active support to the vision and ethos of Wren Academy. Their areas of responsibility include teaching and learning, vision for the department, strategic planning, monitoring and evaluation, behaviour for learning, resources, the learning environment, Performance Management, addressing underachievement, quality of reports and contribution to whole school assemblies.

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 Department is to ensure that the standard of teaching and learning in all subject areas within their department 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 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. Creating Schemes of Learning which enable all students to become effective learners.
4. Producing a strategic three year plan to deliver the faculty vision which is supported by an annual action plan.
5. 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.
6. Contributing to discussions on course selection and implementation.
7. Playing a full role in the delivery of the Academy's enrichment curriculum and Focus Days.
8. Collaborating effectively with partner primary schools to ensure a smooth transition for new students.
9. Monitoring and evaluating the quality of learning including planning, lesson delivery, teacher feedback, assessment, differentiation and classroom management.
10. 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 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 her/him 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 Finchley

Person Specification – Head of Department

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 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, Monday 24 February 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

Prospective candidates are more than welcome to visit by calling the Academy on 020 8492 6000 and arranging an appointment.

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.