

# Recruitment Brochure

## Teacher of Sociology

**Required to start September 2023**



## An exciting opportunity to join our team as a Teacher of Sociology



### The Wren School – Required to start September 2023

*Come and be part of a thriving school that is driven by Quality First Teaching and Learning and where innovation is celebrated.*

*Come and join a cohesive and supportive community where staff have high aspirations, and where they work collaboratively to achieve them.*

*Come and work in a school where wellbeing is at the heart of its provision; where every single individual is committed to its work and vision, balanced with time to enjoy life beyond school.*

Come and join us. **We Are The Wren.**

At The Wren, we challenge ourselves to become better day by day; driving our school community forward so that we can offer our students an exceptional education. We share an ambitious and inspirational vision that;

*'Each child, regardless of background, will receive a world-class education and be nurtured, challenged and inspired to aim high.'*

We believe that every young person must receive an exceptional education; one that nurtures a love of learning and empowers students to achieve their best, one that challenges, inspires and develops them as individuals and one that ensures all students have the tools to be fully equipped for their future.

We are seeking to appoint an enthusiastic and knowledgeable Teacher of Sociology to join our growing social sciences department. Someone who is ready to challenge and develop our students, and who is passionate about their subject and the career options it leads to.

If our vision, values and ethos match your own philosophy, then we hope you will take the next step and apply for this position by downloading a recruitment pack and completing the application form and equal opportunities monitoring form.

The closing date for application is **9am on Monday 20<sup>th</sup> February 2023**. Completed applications should be emailed to [recruitment@wren.excalibur.org.uk](mailto:recruitment@wren.excalibur.org.uk); interviews will take place on week beginning 6<sup>th</sup> February 2023.

**Please submit your application early as suitable candidates may be invited to interview prior to the closing date.**

*The Wren School is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Click [here](#) to read our Safeguarding Policy. Any appointment is subject to satisfactory completion of all relevant pre-employment checks. The Wren School is committed to equality of opportunity for all staff.*

*We are committed to equality of opportunity, promoting and celebrating the diversity of staff, students and the community we work with. The Wren School values everyone's contribution and ensures all have the opportunity to realise their potential in line with our #BetterNeverStops ethos. We welcome applications from talented people from all sections of the community who share our values and belief that all students, regardless of background, deserve a world-class education.*

## Message from the Principal

Dear Applicant

Thank you for your interest in this post and in joining the team at The Wren School. We are seeking to appoint a well-motivated, team player, with passion and enthusiasm, to fulfil this exciting new role as a Teacher of Sociology. Social sciences is an area of exciting growth at The Wren, with a bright future ahead, and we are looking for the right colleagues to join us on this journey.

The Wren is a fantastic school with an excellent team of highly skilled practitioners, and an ambitious and inspiring vision. We believe that:

*"Each child, regardless of background, will receive a world-class education, and be nurtured, challenged and inspired to aim high".*

Our vision motivates and challenges us to become better, day by day, as we continue to strive to offer our students an exceptional education.

We opened in 2015 as an 11-19 secondary school. We moved into our current, state of the art site in September 2018; it offers our students a fantastic learning environment in modern, spacious and well-resourced buildings. We are proud to be part of the Excalibur Academies Trust that allows us to work in close partnership with its excellent network of schools.

Students at The Wren are confident and respectful individuals, and are proud of their school and the values that we uphold. You would be joining a supportive staff team, and a school that prioritises professional development and staff wellbeing. We offer an extensive bespoke internal Professional Development programme organised with individual needs and growth at its core, and believe in collaboration and supportive practice.

We are not a school that sits still. I lead a restless team, who are bold and creative in ensuring that we move this school and the educational experiences of our students and our community forward.

If you are passionate, ambitious and believe in our vision and values then I would be delighted to receive your application. Applications must be submitted by **9am on Monday 20<sup>th</sup> February 2023**.

I would encourage you to visit and speak with us to further explore if you think this could be the right school and the right opportunity for you. Please contact Lynn Smith [lsmith@wren.excalibur.org.uk](mailto:lsmith@wren.excalibur.org.uk) to arrange a time to come and see us.

I look forward to meeting you soon.

Yours sincerely



Mr John Salberg  
Principal



## Message from Nicky Edmondson – CEO, Excalibur Academies Trust

We recognise that every person contributes to the success of Excalibur Academies Trust and we will support you on your journey. Working in education is rewarding but can be challenging and if you join us, we will be your biggest champions. You will be valued and supported whether you are an ECT looking to start your career, an experienced teacher looking for opportunities to lead a subject, department or other specialism or someone aspiring to make a difference by choosing to work with children.

Teaching and support staff are equally valued and encouraged to take advantage of development opportunities across all our academies. We have a clear recruitment and retention strategy that sets out how we will support you with excellent career prospects, encouraging you to seek progression, acting-up, and secondments across the Trust and continuing professional development as examples. We offer a range of great benefits recognising that investing in our people is one of the most important things we do. Excalibur Academies Trust has committed to making staff health and wellbeing a strategic priority with strong commitment from leadership in supporting the Trust's Wellbeing Strategy.

We look forward to welcoming you to our special and supportive Trust!

## Message from Julia Cottee – Chair of Governors

The Wren School opened its doors to 73 students in 2015, with the vision that *"Each child, regardless of background, will receive a world-class education and be nurtured, challenged and inspired to aim high"*. We are now the secondary school of choice in West Reading, with places hugely over-subscribed, and with modern high-quality facilities.

The Wren is a free school founded by a parent proposer group (the West Reading Education Network), formed to serve the families of Central West Reading. Reading has consistently been one of the most popular places to move to in recent years, and with hundreds of houses and apartments being built in the town centre, close to future Crossrail links, the demand for school places is growing all the time. However, the only schools actually located in the centre of the town are selective, necessitating many children to travel out to the suburbs, or even beyond the borough, to access secondary school education. Although The Wren is located near to other secondaries, we stand out due to our nurturing ethos, our dynamic curriculum in a 3-year KS3 and transition support from KS2, our high level of curriculum resources, especially for the Arts, and welcome towards young people's diversity, and our enthusiastic and caring staff.

Having experienced such a challenging and rapid journey of expansion, change, burst in popularity and building work over the initial years as a standalone school, we joined Excalibur Academies Trust in 2019, to help us to continue to strive to provide a world-class education to our students, in a collaborative partnership which allows us to draw upon their expertise, whilst still ensuring our unique identity and approach.

We look forward to receiving your application.

## Message from Sandrine Hardy – Subject Leader of Social Sciences

The Social Sciences department has seen significant development in the past 3 years as our Sixth Form provision continues to grow. We are excited to be increasing our variety of Post-16 options to ensure a diverse and exciting curriculum, and exploring what this could look like as our school grows.

We are currently a small but diverse department with a broad range of expertise to draw upon in order to develop the best opportunities for our young people.

At The Wren School, we currently offer both Psychology and Sociology AQA at A level, which is very popular amongst our students, and sees our students achieve well

I am proud to lead the Social Sciences team and of the progress we have made, and continue to be confident in the journey that we are on.

## About The Wren School

The Wren School is a thriving and growing 11-18 secondary school based in the heart of the local community. Reading is a vibrant town with a thriving centre sited on the River Thames and River Kennet. A historic market town with many shops and restaurants and fantastic opportunities to explore a huge number of local and regional attractions. The school is situated in West Reading, with easy access to the M4 and excellent rail links to London and across the country.

Our first cohort of Year 7 students arrived in September 2015 and we moved into our state of the art, modern buildings in September 2018. These fantastic buildings provide us with spacious and well-equipped learning environments that inspire our students to continue to strive for excellence. In September 2020, we were delighted to welcome our first Sixth Form cohort as our school continues to grow and develop. We were very proud that in June 2018, after our first Ofsted inspection, we achieved a 'Good' rating; we were described as, "a school that enables pupils to succeed" and it endorsed the journey we are on. You can view a copy of the report [here](#).

As a school, we value community cohesion and are proud to be part of the Excalibur Academies Trust and its excellent network of schools. Founded in 2012, EAT is a multi-academy trust that prides itself on a special blend of independence and collaboration. Their vision is to provide an excellent education empowering individuals to thrive and grow within a caring, aspirational and outward looking culture. They believe in investing in staff to ensure they attract and retain talented, dedicated people who are committed to changing children's lives for the better. With a strong track record of raising the achievement of disadvantaged pupils across the trust, it is their mission to promote social mobility and personal fulfilment through the transformative power of education.

Our rich and purposeful curriculum offers a wide mix of academic and practical opportunities. We challenge our students to explore, discover and learn new things, and inspire them to dream and think big. We aim to create independent, creative and confident individuals who are skilled and ready for the world, and resilient to the challenges they might face.

We have an unrelenting focus on quality first teaching and learning, with an exceptional staff team who are committed to creating 'Inspirational Classrooms'. We expect and encourage the highest standards of attitude, behaviour and commitment from staff and students alike.

Our students follow a three year Key Stage 3, studying a wide range of subjects to prepare them for Year 9 - a year of choice and decision-making about GCSE subjects and the next stage of their educational journey. All students will have the opportunity to select a personalised combination of subjects that will allow them to reach for success at the end of Key Stage 4 in Year 11. We hope that each student's journey with us continues into our sixth form where we provide a range of qualifications to meet their needs and open up opportunities as they step into the world of work or continue onto further study at university.



## Views from our staff

'In my time as an NQT at The Wren I felt fully supported by all members of staff. Having an NQT co-ordinator that knows each staff member's strengths allowed me to observe best teaching practices of areas that I needed to develop. From my first experience of visiting during my PGCE year, to the years since my NQT year, I have always felt that staff look out for each other's wellbeing and will always support each other' – **Luke, teaching staff.**



'I come from a corporate background and this is my first school job. I love working at The Wren, my colleagues are friendly, kind and supportive. It is nice to know that I make a difference to children's lives with the work I do and I find my job very rewarding' - **Anita, support staff.**

'I started working at The Wren School in 2016, at the time there were just 88 students and a handful of staff based in a very small number of temporary buildings. For me, being part of creating a school has been an amazing experience – there has literally never been a dull moment as the school is still constantly evolving, bringing moments of pride and challenge in equal measure! The staff here are friendly, helpful, team players and definitely very willing to be hands on. Having recently added 'Sustainability Representative' to my remit, The Wren has definitely proved to be my most interesting finance role! ' – **Lorraine, support staff.**

'My favourite thing about working at The Wren School is the sense of teamwork that runs through all the departments. You're never alone after a tough day and there is always someone to seek advice from - whether they are in your department or not' – **Simon, teaching staff.**

'I have been fortunate to work at The Wren School since 2016. The warm and friendly nature of everyone who works here – makes it a lovely place to work. The support you receive from the Senior Leadership Team and the rest of the staff is second to none. The fact that I can make a contribution to the education of the diversity of the students we have at the Wren gives me satisfaction every day. No two days are the same but it is that variety that makes it so enjoyable' – **Heather, support staff.**

'The Wren is a particularly supportive environment with ample professional development opportunities. As an NQT and now RQT I feel incredibly invested-in and lucky to have been nurtured throughout the early stages of my career. I cannot imagine being surrounded by more passionate people than those at The Wren and I am grateful for the opportunity to continue to develop at this wonderful school' – **Sarah, teaching staff.**

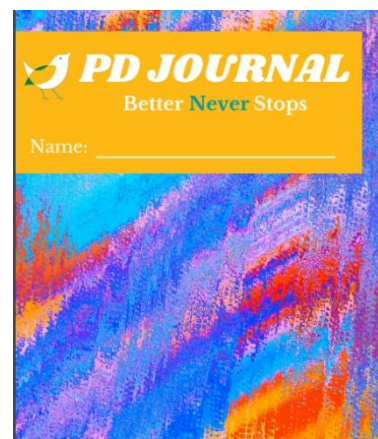
'I have worked for the Wren for 6 years and have enjoyed becoming part of the Wren team. I still look forward to coming to work and feel a sense of belonging. My current job role is Office Manager, which entails dealing with parents/carers/students and teachers. Every day is different and you can always expect the unexpected. We work as a team and support each other. I would encourage anyone to come and work at The Wren' – **Lyn, support staff.**

# Professional Development (PD)

The culture to Professional Development at The Wren School is simply – **Better Never Stops.**

*We value your professional growth. We believe all staff come to work each day intended to do fulfil their role as effectively as they can, as a result we have a purposeful approach to professional development, driven by you, the professional, guiding your own development through bespoke PD choices, personalised goals and considered whole staff programs.*

*Additionally, we believe that well-being is exceptionally important, as a result, with staff voice, we have combined all our briefings and meetings into **one meeting night only** for the vast majority of colleagues.*



This program includes a range of offers:

1. **Weekly directed time training & meetings:** these take place on Monday's, **3pm-4.25pm**. The structure of these meetings are:
  - **News** – key information for the week
  - **Focus** – a continuous core message centred upon our current school priority
2. **Training** - these meetings include a minimum of 30 minutes training. The focus of these meetings varies inclusive of culture meetings, department meeting, tutor meetings, progress meetings and performance development conversations.
3. **INSET training** usually centred around one core theme
4. **Induction:** we offer an extended series of induction sessions through our bespoke professional development package to help staff settle in.
5. **Twilight training**, this is to replace two INSET days a year to allow staff additional days at home. The first is replaced by three 90-minute twilight sessions and the second is replaced by 4.5 hours of personally directed PD time.
6. **Restless Breakfasts:** an opportunity to be involved in a current, and topical, discussion with members of school staff. Of course, breakfast is provided. Colleagues are available to contribute session topics for discussion.
7. **Bespoke Professional Development:** there is a vast and exceptional bespoke professional development package offered at TWS which considers your personal development and potential onward career development should you wish to progress in role. This training is focused around five key attributes in role, which are:

Leadership

Thinking

Aspiration

Resilience

Knowledge

Suggested activities and optional professional development sessions are provided through the Senior Leadership Team.

8. **Coaching:** every member of staff has the option to have a coach from our group of *Better Never Stops Coaches*.
9. **The Wren Teaching and Learning Blog:** opportunities to get involved in research and writing for the staff audience.

## Performance Development

Our termly Better Never Stops conversations allow all staff the opportunity to set, and work on, one goal at a time. These conversations are focused upon the member of staff and their successes, barriers and goals for the onward year, or term. This works separately to performance management, which is based upon professional trust.

## Early Careers Teachers

As a school, we fully support the statutory guidance for induction. We work with the Swindon & Wiltshire Teaching School Hub & Ambition Institute to support our early career teachers through a package of localised and centralised training whilst working closely with Excalibur and Brighter Futures for Children to ensure this provision is the best it can be. Our induction is rigorous and bespoke, ensuring the support of both an Induction Tutor and Mentor.



# LOOKING AFTER OUR TEAM @ TWS



## CULTURE

1.1. Our **CULTURE** is one of kindness, integrity and respect. We will challenge each other at every level to make decisions which, embody our core values and actively recognise & celebrate success.

2.2. We **TRUST** that staff will come to work every day in a professional and determined manner. As such our performance development approach is personal, colleague centred and self-driven.

3.3. We promote research driven practice and as a result will share our **RATIONALE** for any changes to policies, practices and procedures.

4.4. **PROFESSIONAL DEVELOPMENT** matters and we offer bespoke professional development to all colleagues.



## WELL-BEING

1. We have a **WELL-BEING GROUP** who collaborate with leadership to ensure that well-being is both a priority and consideration.

2. We offer all staff a **WELLNESS DAY** once a year to spend as they wish.

3. Staff **MENTAL HEALTH** matters: our HR team can offer free counselling guidance should this be beneficial.

4. No one is expected to respond to **EMAILS** out of school hours. We publish a two working day response expectation to all members of our community.

5. Our well-being group consider systems which **PROMOTE** staff check in's, looking after each other and do fun stuff!



## COMMUNICATION

1.1. Our **COMMUNICATION POLICY** informs all community members of expected conduct and standards towards our staff.

2. **COMMUNICATION** channels are clear to all colleagues and our **SCHOOL CALENDAR** is accurate and accessible.

3. **STAFF VOICE** matters. It is sought through regular *Feedback Loops* surveys.

4. Staff are **CONSULTED** on critical change in the school and our active **RESEARCH GROUPS** promote the importance of staff input.



## SUPPORT

1. We are committed to create a **COHESIVE and SUPPORTIVE** community with the highest aspirations for all students.

2. We believe in **COLLABORATION** between staff, families and students with the goal of achieving the best possible outcomes.

3. We promote an **OPEN-DOOR** policy; this applies to classrooms and office doors. Sharing good practice, ideas and giving feedback is critical to ensure each of us are the *best we can be*.

4. We **PUBLISH** 1265 and where staff are not directed to attend, e.g. at a parents evening (because they do not teach this group) then this can be considered, additional PPA and well-being time.



## CLASSROOM PRACTICE

1. There is no expectation to complete individual **LESSON PLANS**.

2. Our **FEEDBACK POLICY** encourages flexibility, freedom and professional judgement to positively influence workload.

3. We have open **DATA COLLECTION**, which means that high stakes assessment to inform a data collection point is actively discouraged.

*"In 2024 The Wren will be a school where wellbeing is at the heart of our provision; where every single one of us is committed to our work and vision, balanced with time to enjoy life beyond The Wren School."*

**At TWS it is our belief that...** whilst staff are passionate and diligent in their work and expected to embody the mind-set of "Better Never Stops", this should never be at the expense of other important roles in their lives. Here at TWS, we appreciate that staff may also be a partner, parent, sibling and friend and they should never have to say "no" due to work.

# 2022/23 Job Description

**Job Title**                    **Teacher of Sociology**

**Report to**                    Subject Leader of Social Sciences

**Salary/pay grade**   MPS / UPS (**London Fringe Allowance**)

## Purpose

Our teachers nurture, challenge and inspire all of our students to be the best they can be. They do this by;

- Providing exceptional teaching and learning, that is aspirational and ambitious.
- Offering robust support, routed in kindness and respect.
- Being committed to developing themselves as professionals through regular professional development, adopting a mind-set the Better Never Stops.

## Specific responsibilities of the post:

### Curriculum

- Work with colleagues to develop and deliver a high quality, ambitious curricula offer for each of our students;
- To contribute to the evaluation of the delivery of that curriculum, ensuring that it provides an effective framework for continuity of student learning and progress;
- To keep up-to-date with national developments in curriculum design and pedagogy.

### Teaching and Learning

- To offer high quality research-informed teaching that enables all students, regardless of background to make good or better progress;
- To create a positive climate for learning in the classroom through high quality planning and delivery of lessons;
- To maintain thorough and up to date subject knowledge;
- To have a commitment to inclusive teaching;
- To demonstrate a passion for your subject and for learning.

### Assessment and Recording

- To ensure that assessment of student progress is accurate and informs future learning;
- To monitor student progress of all students, and implement appropriate support and in class interventions;
- To provide diagnostic, formative and summative assessment information to students, parents and other school leaders as appropriate.

### Student personal development and well-being

- To promote high standards of attitude and engagement so that effective learning can take place;
- To ensure that the school follows the schools safeguarding policy and thus ensures that students are healthy and safe at school;
- To promote good attendance, punctuality and a high standard of school uniform;

- To contribute to the personal development of students through engagement and delivery of enrichment activities.

### **Relationships with key stakeholders**

- To foster positive relationships throughout the school community;
- To develop effective relationships with families which focus on students' learning and progress;
- To develop positive relationships with the local community, including employers and outside agencies;

### **Other duties**

- To undertake any further duties as outlined by the Principal provided that they are reasonable and appropriate.

## Person Specification: Teacher of Sociology

The post holder will be able to demonstrate:

Experiences	Essential	Desirable
Qualified Teacher Status		X
A minimum of two years teaching experience	X	
Evidence of recent and relevant professional development	X	
Knowledge & Understanding	Essential	Desirable
Understanding of current educational priorities and developments		x
Extensive knowledge and understanding of sociology and a wider social sciences curriculum	X	
Proven ability to analyse data, evaluate performance and plan for improvement		x
A clear understanding of strategies for improving the quality of education		X
Demonstrate knowledge of a range of effective classroom and behaviour management strategies	X	
Competence summary	Essential	Desirable
Able to motivate, lead and interact with staff, students and families	X	
Able to work in collaborative partnership with others	X	
Able to plan strategically with a sense of priorities	X	
Able to use appropriate leadership styles and management techniques		X
Able to deal sensitively with people and resolve conflict	X	
Able to work constructively with governors and members of the wider trust		X
Able to demonstrate high level organisational skills	X	
Excellent oral and written skills	X	
Able to effectively deploy staff and resources	X	
Able to set high and clear expectations and hold others to account	X	
Work-related personal requirements	Essential	Desirable
Personal impact and presence	X	
Integrity	X	
Self confidence	X	
A commitment to, and willingness to develop the vision of The Wren School	X	
Commitment to safeguarding and promoting the welfare of children and young people	X	

## Application Process

Applicants should complete an application form and equal opportunities form which can be completed on TES or downloaded from the school website on the vacancy page under the school information tab, alternatively click [here](#).

Completed application forms should be emailed to [recruitment@wren.excalibur.org.uk](mailto:recruitment@wren.excalibur.org.uk) by **9am on Monday 20<sup>th</sup> February 2023**.

Thank you for your interest in this position and we look forward to receiving your application.

### Selection Procedure

Shortlisting will take place from 10am Monday 20<sup>th</sup> February 2023.

Interviews will take place following shortlisting.

Further details will be sent to chosen candidates called for interview.

## The Wren School Safeguarding Statement

The Wren School takes seriously its responsibility to protect and safeguard the welfare of the students in its care, because “the welfare of the child is paramount” (Children Act 1989).

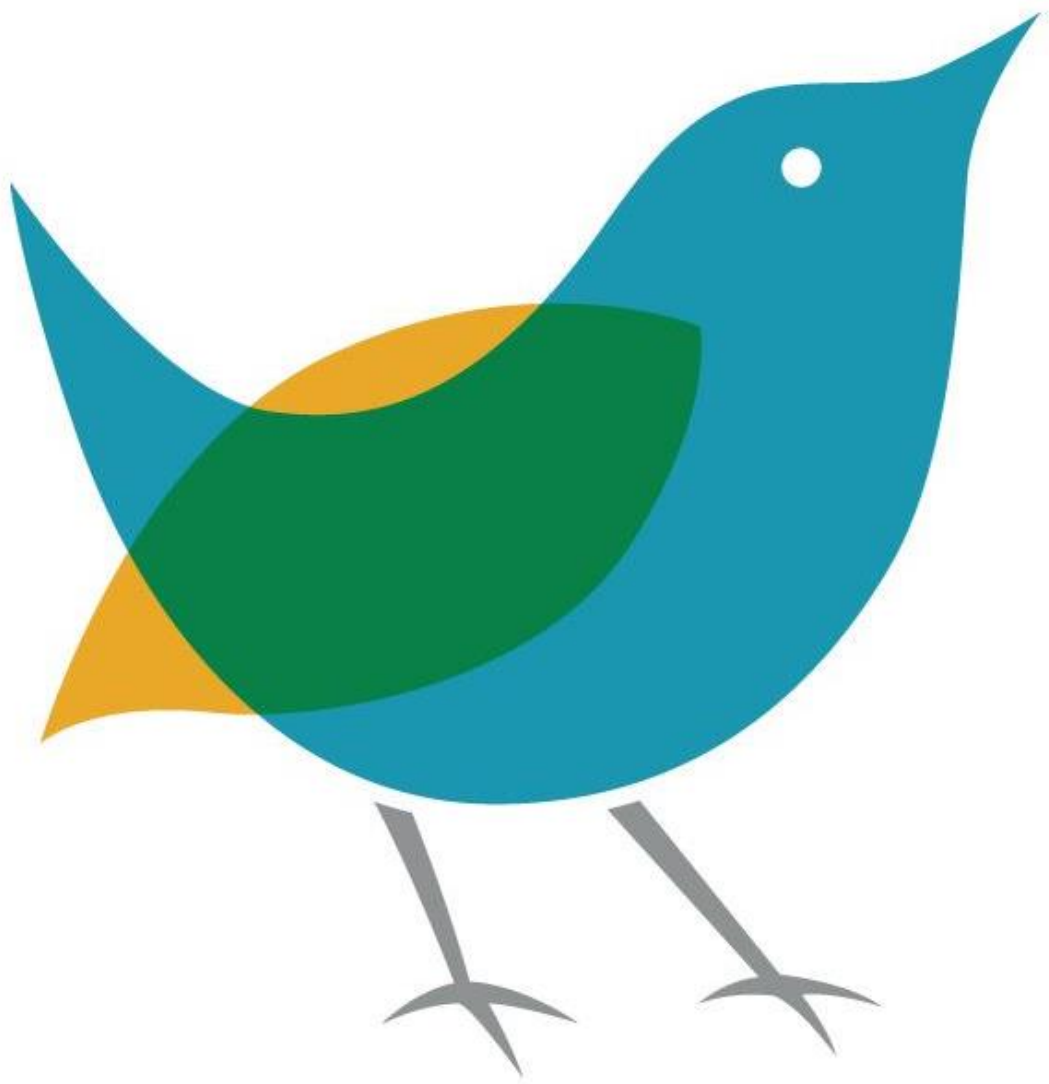
The Child Protection and Safeguarding Policy recognises the significant role played by school staff in supporting vulnerable students. “Because of their day to day contact with individual children during the school terms, teachers and other school staff are particularly well placed to observe the outward signs of abuse, changes in behaviour or failure to develop” (Working Together under the Children Act 1989.)

This policy applies to all students, staff, governors, volunteers and visitors to The Wren School, which recognises it is responsible for making referrals and not enquiries or investigations. All of the aforementioned people have a duty to report any safeguarding concerns to the school’s designated safeguarding lead.

## The Wren School Equality & Diversity Statement

We are committed to equality of opportunity, promoting and celebrating the diversity of staff, students and the community we work with. The Wren School values everyone’s contribution and ensures all have the opportunity to realise their potential in line with our #BetterNeverStops ethos. We welcome applications from talented people from all sections of the community who share our values and belief that all students, regardless of background, deserve a world-class education.





@wrenschool



@wearethewren



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