

# WREN ACADEMY

## Information about the Academy for Teachers

### Spring 2018

Wren Academy opened in September 2008 as a new school sponsored by the London Diocese of the Church of England and Berkhamsted School. We now have over 1100 students in Years 7 to 13. Wren has been heavily oversubscribed with applications for places in its first six years. The next stage in the Academy's development will be the addition of a primary phase, making Wren an all through school from September 2015. In recent years the Sixth form has grown in popularity and numbers with 160 students joining Year 12 in September 2016.

The Academy has high academic standards coupled with a strong emphasis on developing students' social and learning skills. Our learning culture embraces all aspects of life at Wren, not just the lessons. Students make exceptional progress at the Academy and our performance was judged as 'outstanding' by Ofsted in a full Section 5 inspection during 2011. The inspectors described teaching at the Academy as 'stunning' and the behaviour of Wren students as 'impeccable'. In 2016 our results outstanding:

Attainment 8:	6.14
Progress 8:	+0.79
5 A*-C inc E&M:	55%
5A*-A:	41%

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.

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 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 Years 7-10.

The Academy's specialism is in 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 developed students' learning skills and attitudes through our immersion in the philosophy of Building Learning Power (BLP). We have developed a reputation for excellence in this area and now provide BLP training to other schools.

Year on year 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. We now have over 90 teaching staff and 50 student services colleagues.

Wren has benefitted from a £23.4 million building programme over the last six years with the final building, our Sixth Form Centre, being completed in October 2012. A major new building programme will shortly commence to accommodate our primary phase. We now 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 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 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
- a pleasant and attractive working environment
- free refreshments and lunchtime allowance
- a lower student contact ratio than the norm
- timetabled professional development time during the school day
- planning and evaluation time during the school day
- financial allowance for leading enrichment activities

Further details on the curriculum, structure and ethos of the Academy are available on our website - [www.wrenacademy.org](http://www.wrenacademy.org)

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.