

Dear prospective performance leader at The Wren School!

Thank you for expressing interest in our performance leader vacancy at The Wren School, which is a new six form entry secondary free school that opened to year 7 students in temporary accommodation in September 2015. Located in West Reading, the school is well situated, with easy access to the M4 and good rail links to London and nationally. In September 2018, we moved into our purpose-built accommodation, which has received universal acclaim from everyone who has visited.

We are delighted that, in June 2018, in our first Ofsted inspection, we achieved a 'Good' rating. The report describes us as "a school that enables pupils to succeed". We are certainly demonstrating that we are 'a local school for the local community'; we are a popular choice for local families. Whilst our first year group remains small (~90 students), years 7 – 9 are full; our PAN is 168. However, this September, we are looking forward to admitting 196 additional Year 7 students, having agreed to take a bulge class of 28 students to partly address the shortfall in places in Reading and the popularity of our school for local families. When full, we will have 1176 students in Years 7 – 13. Our first Year 12 students will commence their studies in September 2020. We are looking to appoint an exceptional and ambitious teacher to lead a year group and to work with them and the staff throughout their educational journey with us.

From September 2019, the senior leadership team (SLT) will be made up of seven people, i.e. myself, four assistant headteachers (quality, assurance, raising standards, behaviour & attendance and curriculum responsibilities) as well as our School Business Manager and headteacher's PA/personnel leader. We also intend to appoint an additional twelve teachers to cater for the growth of the school. We are fully committed to the importance of staff wellbeing including continuing professional learning as is evidenced, for example by our staff engagement in action research, looking at strategies used elsewhere and trialling them to find out what works for our students.

The performance leader vacancy has arisen due to the internal promotion of the current post holder. The performance department comprises both the music and drama curriculum. From September, it is envisaged that there will be three substantive teachers within the

department, with a fourth teaching music in addition to another subject. In the future, there may be an opportunity to work with the PE department to introduce dance as an option. The department has three dedicated teaching spaces, with access to appropriate IT equipment, in addition to a fully equipped drama studio and school theatre with attached AV suite. There is a dance studio in our sports centre. From the beginning of Year 7 until Easter of Year 9 all students study both music and drama for one lesson each week. Option choices commence after Easter in Year 9. Our current year 10 has both a music (Edexcel) and a drama (Eduqas) GCSE group. Our year 9 option choices has added music technology (NCFE) into this mix and the school has invested in new equipment and software for this. The Wren School will welcome its first sixth form students in September 2020; the successful applicant will have the opportunity to influence the key stage 5 course(s) that the department will offer.

As our Ofsted report says, 'learning is enriched by a range of extra-curricular experiences' and nowhere is this more true than for our performance department which offers a rich variety of lunchtime and after school clubs, including competitions, concerts and an annual production, to appeal to our students. Our end of year production will be of A Midsummer Night's Dream, which will be presented in the genre of promenade theatre, utilising our amazing sunken garden as an outdoor stage.

Successful candidates for this post will be characterised by high expectations, a passion for engaging learners and an ambition for The Wren School to be the best it can be. You will bring knowledge and experience of secondary school teaching coupled with a desire to lead learning in this important subject area. The ability to teach both music and drama would be an advantage but is not essential, as is the ability to play the piano. The work is undeniably challenging and necessitates applicants who are both determined and resilient but it is also the most rewarding and exciting project that most teachers will ever have the opportunity to participate in. To date, the school has been blessed by the high quality and enthusiasm of all appointees, who want to ensure that each of our students benefits from an exceptional all-round education.

We expect everyone who works at The Wren School to support and embrace our school vision and ethos, which is that:

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

The Wren School develops this statement under the following five headings:

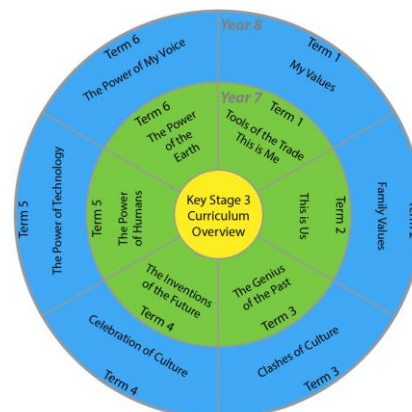
1. Each child an individual

Children only get one chance at education – and it should be an outstanding one, tailored to their needs. We are committed to providing an inclusive ethos where each student is enabled to thrive and achieve. The Wren School wants to be recognised for its personalisation of learning, ensuring that students feel safe and confident. This process

commences before our students take up a place at The Wren School as part of a comprehensive transition programme. The role of the form leader is paramount and is supported by the structure of the school week which includes a weekly SMSC lesson and a daily reflection time.

2. Innovative curriculum and teaching

We provide a broad and relevant thematic, skills-based curriculum at Key Stage 3 (Years 7 and 8) that promotes each individual's passage to becoming an active and engaged citizen. We want The Wren students to be challenged by our engaging and exciting curriculum and to make exceptional progress. Consequently, our students will be equipped to make career choices that enable them to realise their ambitions and achieve economic wellbeing. Year 9 is seen as a transition to GCSE year, where students commence their GCSE studies in the core subjects and sample a Key Stage 4 taster module of each of the optional subjects. We intend that our sixth form curriculum will be planned to meet the diverse needs of our students, benefitting from our excellent facilities and being attractive to prospective students who will join our school for their final two years of study.



We aim to employ innovative and effective teaching strategies that derive from best practice. There is a strong emphasis on enquiry-based learning that develops skills within a real context, teaching students how to think, not what to think. This action research is embedded across the school and is designed to ensure that we attract and retain the best teachers and support staff.

3. Working together with parents and carers

Listening to, and engaging with, our students' voices forms the backbone of our school development plans. We want to work with parents and carers to support our children during their teenage years so that together we ensure they fulfil their academic aspirations and develop a good character.

The Wren School offers wrap-around care through an extended school day that all staff are expected to contribute to, so that learning can continue beyond the classroom. There is a wide variety of extra-curricular activities and trips to choose from.

4. State of the art buildings and resources

From the outset, The Wren Team envisaged an exceptional secondary school, with a modern, attractive environment that encourages and facilitates learning. From September 2018 we have been housed in a brand new permanent school equipped with high quality resources that enhance learning. Our new accommodation includes a Sport-England compliant sports hall with a floodlit 4G artificial pitch and multi-use games area.

5. A school at the heart of the community

The Wren School aims to inspire and challenge students to nurture high expectations and aspirations for themselves and respect for the citizens of our local, national and international communities. We intend The Wren School to make a positive contribution through its involvement with the local community and society as a whole, establishing a modern, multi-cultural, community-based school, in a global context.

Our website (www.wrenschoool.org) gives you further information about opportunities to be part of this amazing school at this early stage of our development.

Interested in joining our team?

If you would like to have an informal chat about the role, the School or the community, please give me a call (0118 959 1868) or send me an email (headteacher@wrenschoool.org).

If you believe that you have the passion and determination to help shape the future of this exciting new school, please complete the application form (including supporting statement) indicating (in the section entitled Post title) the role you wish to be considered for. Please also return the equal opportunities monitoring form. Internal applicants should complete a letter of application but all other previous paperwork will be brought forward to this application. Completed documents should be either emailed to recruitment@wrenschoool.org or sent to me at the address above.

We have an absolute commitment to safeguarding and promoting the welfare of children. Current and/or previous employers will be contacted through references as part of the verification process and pre-appointment checks. All successful applicants will be required to undertake a criminal record check (DBS).

I look forward to receiving your application.

Yours sincerely



Jo Broadhead
Headteacher