



Teacher of Product Design Wren Academy Finchley

Closing Date: Noon, Monday 27 January 2020

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

January 2020

Dear Colleague

Wren Academy – Teacher of Product Design

Thank you for your interest in this post at Wren Academy.

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.



Teacher of Product Design

Main Scale plus Wren Academy Allowance

Required for September 2020

A great opportunity to work in a talented, highly motivated and supportive team of teachers who have contributed to securing the Academy's outstanding OFSTED status, exceptional examination success and a thriving 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 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 Product Design department is a thriving part of the Wren community. The curriculum is innovative and focused on developing students' lifelong love of the subject, as well as achieving outstanding examination success.

Wren is a MAT and plans are well advanced to build new schools which will provide exciting professional development opportunities for the successful candidate.

We wish to appoint a colleague to this post who has:

- Outstanding teaching and interpersonal skills
- A strong Product Design background with the ability to teach the subject to GCSE essential and to A Level desirable
- 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: Noon, Monday 27 January 2020 but applications will be considered as they are received.

Interviews will take place the week commencing Monday 27 January 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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Product Design Department Information

Currently Product Design is in a strong state at Wren Academy with many students opting to take the subject at Year 8 and Year 9 whose results are on par with the outstanding achievement of Wren students across the academic spectrum. The department is well positioned to provide excellent teaching and learning to this growing number of students undertaking this subject. Product Design is taught for one hour a week to Year 7 and Year 8. Year 9 students have two hours a week.

Product Design KS4 at Wren Academy will be taught in line with the AQA Product Design specification and as such have to reflect the course structure with both knowledge and understanding alongside a controlled assessment design portfolio. The balance of 50:50 for controlled assessment to examination meaning a greater emphasis on the knowledge and application of materials and manufacturing. From September 2019 the examination classes are as follows: three Year 10 GCSE groups, two Year 11 GCSE group, one Year 12 A Level group and a Year 13 A Level group. The A Level classes follow the AQA Art and Design; 3D Design specification.

The Product Design department has created and adapted terminal examinations for KS3 and KS4 to reflect the changing nature of the subject and that will prepare students for the changing nature of design and technology. These changes along with controlled assessment changes will mean that students from Year 9 onwards will be taking a reformed and more rigorous GCSE in Design and Technology. Introducing more theory around materials, processes and manufacturing will be instrumental in this preparation. Use of CAD technology, 'real world' examples, material examples and more exciting, innovative smart and new material samples have been used to enhance the students understanding and experience.

The Product Design department has successfully organised a number of trips throughout the academic year that have enabled students to experience first-hand the pieces that inspired many budding designers across the key stages. Trips to The Design Museum and New Designers, have all helped inspire and develop the student's passion for the subject.

At Wren Academy enrichments take place on Tuesday and Wednesday from 3.00-4.00pm in order to nurture and enhance students' abilities in a wider range of learning areas. Enrichments and clubs such as design and make and makers club show students the different opportunities that Product Design has to offer and allow students to compete and foster their own abilities and passions within the subject.

We have three workshops spaces for product design based practical activities. We have ICT suites available when required. We have a dedicated technician who provides outstanding levels of support.

The Department Team and Structure

Head of Product Design - Mr Richard Simonot

Head of House and Teacher of Product Design - Mrs Lorna Constable

Teacher of Product Design

Senior Technician - Mr John Allen

Please contact Richard Simonot, Head of Product Design if you wish to discuss this post further. richard.simonot@wrenacademy.org.

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Wren Academy Finchley

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

Teachers will be line managed by an Assistant Principal or Head of Department.

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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.

Selection Process Details

Application deadline

Completed application forms must be received by noon, Monday 27 January 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. CV's 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.