

# Wren Academy Enfield



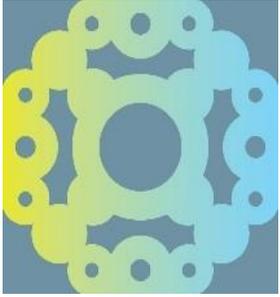
Wren Academies Trust

Wren Academy Enfield

Head of Year 11 – Director of Studies

Start Date: September 2026

Closing Date: 9.00am, Monday 20 April 2026



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## Introduction to the Wren Academies Trust

Welcome to the Wren Academies Trust. The Trust began with the opening of Wren Academy Finchley in September 2008 which grew to become an all through school of over 1400 students aged between four and 18. It has become one of the most successful schools in the country, as it has gained an excellent reputation for the learning focused education offered to students combined with outstanding academic results. We are delighted to have then been given the opportunity to open our new secondary school, Wren Academy Enfield, which welcomed 184 pioneer students into our inaugural Year 7 in September 2020 and will continue to grow each year until it has over 1200 secondary students.

The Trust is proud of its success; Wren Finchley has received three outstanding Ofsted judgements, two outstanding SIAMs reports and achieved excellent GCSE and A Level results. Wren Enfield is already one of the most oversubscribed schools in Enfield with every sign indicating that it will be equally successful.

Whilst our high-quality lessons and enrichments make Wren schools rewarding places to learn or work in, perhaps the most unusual thing about our Trust is the quality of the relationships you will find within it. Students and pupils like and respect each other and value their opportunities to learn. They get on exceptionally well with staff, as adults and students work together in a productive and trusting atmosphere. Children thrive by being given a high degree of responsibility and this leads to the exceptional behaviour Wren is so well known for.

Student leadership is at the heart of our philosophy with curriculum advisers, lesson observers and interviewers working along with a more traditional student and pupil councils. We believe that Wren students are given unequalled opportunities to learn, to encounter positive life experiences and to excel. Underpinning all of our work with students and staff is our vision which is based on widely recognised moral and social values and informs all aspects of our work. We have built communities which provide an education that enables all pupils and students to thrive. Our aim is that they become lifelong learners reaching their academic and social potential through a commitment to justice, kindness, and humility.

**Gavin Smith,**  
Chief Executive Officer

## Welcome from the Principal

Thank you for your interest in this post which will start in September 2026. You will join our brand-new fantastic state of the art purpose-built Sixth Form, which opened in September 2025.

The role of Head of Year 11 at Wren Academy Enfield plays a crucial role, guiding students as they complete secondary school and prepare to transition into further education, apprenticeships, or career pathways. Year 11 is an intense period of growth and pressure, filled with the demands of exams alongside personal growth.

This documentation and the more general information on our website should give you a clear understanding of the Academy and our stage of development. However, if you wish to find out more, please contact Penny Culmer on 020 3150 4604. A visit in advance of an application is encouraged but not obligatory.

If you decide to apply, please follow this guidance carefully. Applications will be considered as they are received but must be submitted by 9.00am, Monday 20 April 2026. Please make your application through [MyNewTerm](#).

Thank you for taking on the demanding and time consuming task of preparing your application for this role. I look forward to receiving your application and taking the next steps in the appointment process.

**Ertunc Hussein**  
Principal



## Vision and Ethos

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

We aim to create an inspirational community of learning rooted in Christian values, providing outstanding educational opportunities and experiences for all students regardless of age, ethnicity, ability and background. We combine our ambitions for students' outstanding academic attainment with an emphasis upon their personal growth as individuals, citizens and active learners. The values and vision which grow from our Christian ethos have helped Wren create a positive and inclusive atmosphere, in which all students and their families are welcomed. We find that having many different faiths in a school and taking faith issues seriously, generates understanding, tolerance and mutual respect in young people.

We are inspired by the Biblical account of the encounter between Jesus and Zacchaeus to build a community and provide an education which enables all students to thrive and reach their full potential. This is done so that our community then has a positive impact on the world motivated by our foundational Bible passage: Do justice, love kindness, walk humbly with our God – Micah 6v8.



*We support and challenge each member of our community to experience life in all its fullness.*

## Academy Information 2025/2026

The Wren Academies Trust is sponsored by the London Diocesan Board for Schools (Church of England) and Berkhamsted School. Having established an excellent first academy in the London Borough of Barnet, we have grown to a full secondary school and launched the Sixth Form with over 100 students enrolled in Year 12.

Our first set of GCSE results reflects the hard work, resilience, and commitment of both our students and staff. They are a testament to the strength of our curriculum, the quality of teaching, and the supportive culture we have built within the academy.

These outcomes place us first in the league table when compared to non-selective schools within the borough.

Since opening in September 2020 the school has been closely modelled on the successful Wren Academy Finchley whilst creating a distinctive vision and ethos which matches the needs and aspirations of Enfield students who join the school. It is planned that the school will repeat the success of Wren Academy Finchley which has achieved some of the best GCSE progress results in the country and has created a highly successful academic Sixth Form.

Wren Academy Enfield is a comprehensive school, which welcomes students whatever their previous academic attainment, then does all it can to maximise their academic and social potential. We are a vibrant and culturally diverse learning community where all members benefit from our distinctive and inclusive Christian vision inspired by the encounter of Zacchaeus with Jesus (Luke 19v1-10) and the exhortation found in Micah 6v8 to 'Do justice, love kindness and walk humbly with your God'.

The 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. Music plays a key role in the enrichment programme with the provision of choirs, an orchestra, jazz band, drum groups and student led ensembles.

Each half term Focus Days are organised when the usual timetable gives way to in depth study of a range of issues relating to PSHE, the academy specialism and our ethos. To further support learning and social development, a House system is in place which is organised into vertical tutor groups of students in Years 7-10.



Single sex teaching takes place in English, Mathematics and Science and is in place to promote strong outcomes for both girls and boys. The approach has been highly successful at Wren Academy Finchley where there is a higher proportion of girls studying Mathematics and Physics A Levels and then related degrees than would normally be the case. Similarly, the number of boys in English A Level classes, and then studying the subject at university has also been strong.

Inspired by Sir Christopher Wren, our specialism is Design and the Built Environment. Key skills associated with the 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. Given the proximity to the Chase Farm Hospital we are exploring ways that the specialism can incorporate the field of medical science to the benefit of all students.

We develop students' learning skills and attitudes through our immersion in a strong learning philosophy. This is based on the 6 Rs which encourages students to be

- Resilient
- Relational
- Reflective
- Redemptive
- Resourceful
- Reverent

All learning is supported using digital tablets which are an expected item of equipment for every student. The use of the technology enhances learning within the classroom and at home whilst also being fully utilised to support student progress.

Colleagues are encouraged to innovate and to develop new ways of learning and working together. Taking advantage of the curriculum and lesson planning from Wren Academy Enfield, teachers develop and enhance existing learning resources to create exciting curriculum opportunities for the benefit of students in both schools.



# Wren Academies Trust

## Wren Academy Enfield

### Head of Year 11 – Director of Studies

TLR 2c plus Wren Enfield Allowance  
Required for September 2026

#### Job Description

The role of Head of Year 11 at Wren Academy Enfield plays a crucial role, guiding students as they complete secondary school and prepare to transition into further education, apprenticeships, or career pathways. Year 11 is an intense period of growth and pressure, filled with the demands of exams alongside personal growth.

In this role, the Head of Year 11 is committed to creating a supportive, structured environment that reflects Wren Academy's values. By providing targeted academic support, promoting positive behaviour both within the academy and in the community, and empowering students to make informed decisions, the Head of Year ensures that each student can navigate this critical year with confidence. Working closely with teachers, parents, and external partners, they focus on helping every student succeed academically, develop personally, and represent Wren Academy with pride.

A significant aspect of the role includes close collaboration with the Director of Sixth Form to support student retention into Wren's Sixth Form. This collaboration is focused on understanding the factors that matter most in students' decisions, from academic offerings to extracurricular opportunities and pastoral care. The Head of Year 11 takes an active role in organising information sessions, planning focus days, and arranging for current Sixth Form students to share their experiences, creating a seamless path forward. Together, they work to make staying on at Wren an attractive and logical next step, providing students with the confidence and clarity needed to embrace the opportunities awaiting them in Sixth Form.

This job description is in addition to the national standards expected of all who have attained Qualified Teacher Status.

#### Job Purpose

1. To ensure that all Year 11 students make the best possible progress and achieve the highest results they are capable of
2. To ensure that Year 11 students are well rounded individuals; morally, socially and spiritually aware
3. To ensure that support structures for Year 11 students (incl. exam preparation, sixth form applications, CEIAG) are comprehensive and effective

#### Reporting

The Head of Year will be line managed by the Director of Sixth Form.

#### Key Tasks

**To ensure that all members of staff within the Year 11 team are motivated and supported to perform at their best by:**

1. Communicating a vision which encourages ownership, team spirit and commitment from the Year 11 members as they build a strong identity.
2. Developing effective tutorial systems and activities.
3. Line managing and professionally developing Year 11 tutors in such a way that they perform at their best.
4. Meeting regularly with their line manager and keeping them informed of developments within the year group.



5. Creating plentiful opportunities for the positive development of students learning and social skills based upon a detailed understanding of their backgrounds and circumstances.
6. Attending events and meetings beyond directed hours e.g. post exclusion meetings and prom
7. To monitor year group attendance and intervene as necessary to improve attendance for both groups and individuals, as well as to oversee late reflections when they occur.

**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 the promotion of student wellbeing throughout the Academy.
2. Contributing to collective worship, Year 11 assemblies and tutorials in a way which support the Academy vision.
3. Maintaining the highest standards of student behaviour in and out of the academy so that all students are able to learn effectively. Including, supervising the Inclusion Room.
4. Providing a proactive presence around the school embodying the Academy's high expectations to students and staff.
5. To work with parents to ensure social and academic progress is maximised. This to include organising and attending Year 11 specific parents' events as necessary.
6. Assist in the establishment and maintenance of productive and effective relationships with parents and carers.
7. Playing a full role in the delivery of the Academy's enrichment curriculum, Focus Day provision, trips, and activities.



8. Being an advocate and enthusiastic user of the Academy's information technology systems.
9. To uphold and actively support the Academy's policies and procedures on the safeguarding of young people.
10. An active member of the academy safeguarding team.

**To set challenging targets for all students and staff, and provide the support, guidance and accountability framework necessary to achieve these targets by:**

1. Using student assessment systems to identify student underachievement so that effective action can be taken at the earliest possible stage.
2. To ensure that all individuals and groups in the year perform academically to the best of their ability.
3. To monitor and evaluate the intervention strategies in place for Year 11, intervening proactively with colleagues these approaches are as precisely targeted and effective as possible.
4. Identifying excellent practice and coordinating the sharing of it through a planned and systematic timetable.
5. Monitor and develop the support and guidance provided by tutors to all students in Year 11
6. To develop, oversee and evaluate study support and revision programmes for Year 11. These will focus upon both the technical and emotional aspects of preparing for examinations.
7. To strategically plan and manage 1:1 and small group interventions such as ALT mentoring, peer mentoring and other programmes as devised with the relevant Assistant Principal. This will include using data to correctly identify and monitor students.
8. To oversee the Year 11 tutorial and focus day programmes, ensuring an emphasis on Religious Studies is maintained throughout the year. Also, to ensure that the house identity of Year 11 students is maintained.
9. To oversee the delivery and monitoring of CEIAG throughout the year. This will include oversight of sixth form, job and college applications to ensure that every student has a clearly defined post 16 pathway with a suitable contingency plan.
10. To work with the Head of Sixth Form to help maximise recruitment of Year 11 students to the Wren Sixth Form.

# Person Specification

## Professional Skills and Experience

1. A minimum of three years teaching experience
2. Possess a good degree and QTS, with a record of professional development relating to middle or whole school leadership.
3. Be an excellent teacher with the ability to inspire students in their learning.
4. Have at least two years' experience as a Head of Year/Head of House, with a track record of implementing and managing change.
5. Be able to lead and role model on delivery of school ethos and policies.
6. Show evidence of continued educational professional development.
7. Have relevant experience of working in comprehensive and multi cultural environments.
8. Demonstrate success in raising attainment and standards of teaching and learning.
9. Have the qualities required to have strong and visible presence around the academy which has a positive impact on both staff and students.
10. Possess a good understanding of school leadership and management skills which ensure that all members of the community reach their full potential.
11. Have sound technical understanding of school management issues.
12. Have demonstrable experience of being part of successful school innovation.
13. Demonstrate experience of taking part in 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 young people in a positive and humble 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. Possess the inspiration to motivate and lead staff as a whole and the ability to build on the strengths and expertise of individual staff.
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 all parents so that they are actively engaged in the life of the Academy and the progress of their child.
8. Be able to build constructive working relationships with local schools and colleges, employers, outside agencies and the local authority.
9. Be able to embody the Academy's vision in everyday work and practice, particularly those of justice, kindness and humility.
10. Appreciate the balance between the academic and social development of young people, needed to create an outstanding school.

## Staff Well Being

All teachers joining Wren receive a high-quality professional development experience. We hope that simply by working at the new academy, teachers will become better practitioners and that much of the best professional development will be found in working with Wren colleagues. However, we explicitly prioritise CPD with an innovative programme which provides 3 discrete hours for the development of teachers. Within this structure there is a focus on engaging with the latest educational research, with many colleagues undertaking research projects related to their practice. Therefore, we are looking to recruit teachers who are keen to become the very best teachers whilst focusing on ensuring excellent progress and the creation of firm foundations which will lead to GCSE and A Level success.

Our new buildings which we occupied in December 2022 are architecturally impressive and provide an exceptional teaching environment with breath-taking views across the greenbelt and into London. As well as a range of good-sized well-equipped classrooms the site benefits from the following features:

- A welcoming and pleasant restaurant area for both staff and students which is set at the heart of the school
- Dance studio, extensive gym, and assembly hall
- Impressive Sixth Form social and study areas
- Excellent performance spaces both in and outdoors
- Pleasant outdoor social and learning areas for both staff and students



The development of a second academy has led to collaboration and innovation opportunities which benefit all staff and have improved the provision of both schools. Many professional development opportunities have been created which ensure that all colleagues are well equipped and encouraged to be effective in their role.

At Wren you will be given time to plan and evaluate your lessons and intervention strategies. 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 and having them observe you is a professional entitlement and especially important given our focus on quality first teaching. 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.

We are looking to recruit excellent teachers 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 for their students.



## Staff Benefits

- Two week October half term break
- Free refreshments all day and a daily lunch allowance.
- Annual £1000 'Wren Enfield Allowance' in recognition of delivering enrichment activities and contributing to the wider life of the Academy.
- Excellent professional development opportunities including support for programmes of further study and planned career development.
- Timetabled professional development time during the school day.
- A pleasant and attractive working environment. Our restaurant, centrally situated, is the heart and hub of our community. This provides a bright, clean, communal space where staff and students can socialise, meet and eat. Over the years, the restaurant has become the foundation for strong relationships across departments and staff groups ensuring that all staff benefit from friendship and support beyond their immediate teams.
- An exceptionally talented and mutually supportive staff team of teachers and student services colleagues. Our staff body is inclusive and representative of the community in which we serve. We have consistently recruited a talented and committed staff who share the ambition of creating a uniquely successful school
- Children of colleagues working at Wren are given priority for a place.
- Talented, courteous and ambitious students
- All staff, whatever their role, are equally valued and the contribution of student services colleagues to the life and success of the Academy is celebrated
- Career development opportunities in a successful and growing Multi Academy Trust with plans to expand further.

The Wren Academies Trust is a MAT with plans to develop beyond two schools. This will provide further exciting professional development opportunities for the successful candidate.

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



# How to Apply

## Application deadline

Completed application forms must be received by 9.00am, Monday 20 April 2026, however applications will be considered as they are received.

Interviews are due to be scheduled week commencing 27 April, however 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 complete all the standard information required on the application form. Failure to provide information requested may lead to your application being rejected. Please complete your application through [MyNewTerm](#).

Internal applicants should submit their personal statement to [recruitment@wrenacademiustrust.org](mailto:recruitment@wrenacademiustrust.org). Please note, your statement should not exceed two sides of A4 (Arial font size 12).

CVs will not be accepted.

## Visits

Visits to the academy are welcome. Appointments can be arranged by emailing [recruitment@wrenacademiustrust.org](mailto:recruitment@wrenacademiustrust.org) or by calling the Academy on 020 3150 4604.

## Selection process

The selection process may have a combination of tasks, lesson observations and panel 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. Referees should be warned of the need to respond within the timescale set. The post will be offered subject to satisfactory completion of pre-employment checks.

# Equality, Diversity and Inclusion

The Trust is committed to inclusion and is an equal opportunities employer. We aim to create a welcoming, respectful and safe environment for all members of our community, from every ethnicity, gender, sexual orientation, age, ability/disability, religion and background. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive. To enable us to make any reasonable adjustments, please let us know what you would require when you submit your application.

## Safeguarding

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

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The Trust may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

The post is exempt from the Rehabilitation of Offenders Act 1974. The Trust is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

# Wren Academy Enfield

