



Wren
Academy

Wren Academies Trust

Wren Academy Finchley

Head of Year - Sixth Form

Start date: January 2026

Closing date: 9.00am, Friday 10 October 2025

Candidate Information - September 2025



**Wren
Academy**

Contents

- [Introduction](#)
- [Vision and Ethos](#)
- [Academy Information](#)
- [Staff Wellbeing](#)
- [Staff Benefit](#)
- [Job Description](#)
- [Person Specification](#)
- [Selection Process](#)

Introduction

Wren Academy Finchley opened in September 2008 as a new school sponsored by the London Diocese of the Church of England and Berkhamsted School. It takes its name from Sir Christopher Wren, the famous polymath, with the intent to inspire students to be curious and explore a wide range of academic disciplines. We have come a long way since 2008 and are now an all through school with over 1500 students aged between 4 and 18. The Academy has continued to grow as we opened our Sixth form in 2013 and have taken on new primary cohorts since 2015. Wren Academy Finchley is proud of its successes having secured exceptional academic progress for our students at KS2, GCSE and A Level. 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, regularly hosting visitors from the Republic of Ireland and Netherlands.

Wren Academies Trust

Wren Academies Trust was established in September 2020 with the opening of Wren Academy Enfield, a new 11-18 secondary school. The development of a second Academy has led to further

collaboration and innovation with subject departments regularly sharing resources and aligning assessments to reduce workload. The trust is continuing to expand with the inclusion of St Mary's and St John's, another Barnet all-through school, due to formally join the Trust in 2025. The size of the Trust provides many opportunities for continued Professional Development and career progression

Gavin Smith, Executive Principal



Welcome from the Principal

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

Our Learning Culture is important to us and we all work together every day to ensure a calm, purposeful environment. We achieve this through:

- Shared Goals and Vision- We know where we are heading
- Collegiality- We're in this together
- Continuous Improvement and Lifelong learning- We can always get better.

We make no excuses for having high expectations of staff and students. But 'High Challenge' is accompanied by 'High Support.' Middle and Senior leaders ensure that all staff are supported to bring out the best in themselves and others.

This pack and our website should give you a clear understanding of the Academy. However, if you have any questions about the Academy or post, please do not hesitate to contact **Penny Culmer on 020 3150 4604**.

Please note applications should be made through [MyNewTerm](#) and will be considered as they are received.

Finally, thank you for preparing your application for this role. I look forward to meeting you if you are selected for interview.

John Keohane, Secondary Principal



Vision and Ethos

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

Wren Academy Finchley is an inclusive, comprehensive school, welcoming students and staff from all faiths and none. As an all-through Church of England Academy, we are inspired by an encounter between Jesus and a tax collector called Zacchaeus. We believe that fairness, kindness and walking humbly with God (Micah 6:8) are the keys to full flourishing for all. Our Christian values are relatable to all students and staff, whatever their beliefs and personal convictions and provide a moral compass for helping students become the best version of themselves in both character and academic progress. To achieve this goal, we are conscious that good learning and behavioural habits should be taught. We use our '6Rs' framework to unite our Christian Vision with our ambition for academic progress by developing habits in students so that they become:

Resilient.
Relational.
Redemptive.
Reflective.
Resourceful.
Reverent.



'The effective climate for learning and promotion of exemplary behaviour transforms the lives of pupils. Relationships are warm and harmonious because of the culture of kindness'

*SIAMS Inspection Report
February 2023*

The Wren CLIMATE Model

The 6 Rs have recently been woven into a new teaching and learning taxonomy, rooted in the latest evidence-based research. This provides a coherent framework and common language for learning which underpins all our activities within Professional Development, Quality Assurance processes and Performance Management structures. We call it Wren 'Climate'.



Academic Outcomes

A student's time at Wren Academy Finchley is their launchpad for life. The Academy has high academic standards and is highly focussed on enabling all students to reach their full potential. Academic Progress is as important to our teachers as Academic excellence. This is 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 as evidenced by the following:

- **Well above average Progress 8 since 2017 ranging from 0.86-1, placing the Academy in the Top 100 schools nationally.**
- **Amongst the highest non-selective schools in Barnet for Attainment 8:** (2025: 60, 2024: 60, 2023: 62.92)
- **GCSE 5+ in English and Maths-** 2025: 70%, 2024: 77%, 2023: 81%.
- **Over-subscribed Sixth Form** with excellent destinations for all students
- **Excellent A Level outcomes:** Grade Average B, 2025 A*-A: 27%, 2024 A*-A: 30%, 2023 A*-A: 29%)

Post 16 Provision and Student Destinations

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. We now have approximately 300 students across Year 12 and 13 studying a broad range of A Levels.

Whilst many students stay at Wren Finchley for A Levels, students more suited to vocational courses are supported throughout Year 11 to ensure they find the best post-16 education available. Every student is important to us regardless of whether they will study A Levels.

We are delighted with the university and employment destinations our Year 13 students are achieving. We consistently succeed each year in preparing a number of students to continue their studies at Oxford and Cambridge. Most Wren Finchley sixth form students move on to the university of their choice with increasingly high numbers going to Russell Group institutions. Wren Finchley 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 prestigious apprenticeships with companies such as Deloitte, BBC, Jaguar, and TFL.



Curriculum

Our curriculum is innovative, challenging and engaging. Core subjects are given four hours a week teaching time in single sex teaching groups. The rest of the curriculum is taught in mixed-sex, mixed ability groupings and remains broad until students choose their GCSE options. Most students take 9 GCSEs, allowing maximum curriculum time per subject at KS4.

There is an extended school day on Tuesdays where all staff are involved in delivering our enrichment programme. This features a broad spectrum of cultural, arts, sports, Citizenship, social, and STEM themed activities to broaden horizons and encourage deeper learning. Four days a year, we have a focus day on which the usual timetable gives way to in depth study of a range of PSHE, CEIAG, and Citizenship issues relevant to young people.

Personal Development

In addition to Focus Days and Enrichment, we ensure the curriculum is enriched through curricular and extra curricular trips. The academy has one of the highest uptakes for the Duke of Edinburgh Bronze and Silver Awards with approximately 200 students completing one of these awards each year. All Year 7 students embark on a residential trip to build their team work skills and build self confidence. Older year groups have the opportunity visit Iceland, Spain, Germany and CERN in Geneva, Switzerland as well as annual ski trips. Our Performing Arts faculty showcases student talent in their end of term showcases and annual Musical which regularly has a cast of over 100 students. To further support learning and social development, we have a house system and there are vertical tutor groups for students Years 7-10. This enables younger students to be supported and guided by older students in their tutor group.

We are also a vibrant and culturally diverse community and actively pursue the aspiration of becoming an anti-racist community. A particular focus of CPD in recent years has focussed on increasing staff understanding of racist language, behaviour and actions. We also have a black student focus group contributing to our wider understanding of the life experiences of our black community.



Staff Well Being

The Wren Finchley campus, architecturally innovative and visually impressive, is a lovely environment to work in with lots of natural light and clear lines of visibility.

Teachers are encouraged to innovate and adopt a research-focused approach to improving their practice. All teachers joining Wren receive a high quality professional development experience. Our aim is simple- we want teachers to become better practitioners. We explicitly prioritise Continuous Professional Development (CPD) with an innovative programme spread over three hours per week. Within this structure is an increasing focus on engaging with the latest educational research, with many colleagues undertaking small scale research projects related to their practice.

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 and is a key element of how we learn as professionals.

Our Wellbeing committee meets each half term and considers different strategies to reduce workload and improve the quality of the work environment. The group were integral in supporting the launch of our new feedback policy in September 2024 which focusses on in-class feedback and a reduction in 'traditional' marking beyond summative assessments.



Staff Benefits

- A two week October half term break.
- Free refreshments all day and a daily lunch allowance.
- Annual £1000 'Wren 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. This includes the opportunity to study for NPQs.
- 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

Head of Year - Sixth Form

TLR 2c £6,909 Main payscale plus Wren Academy Allowance

Required for January 2026

Job Description

A Sixth Form Head of Year is a key leader within the Academy and this role carries significant leadership and management responsibilities. It is essential that the post holder gives active support to the vision and ethos of Wren Academy. Areas of responsibility include: vision for the sixth form, safeguarding of all Post 16 students, A Level teaching and learning, strategic planning, monitoring and evaluation, behaviour for learning, the sixth form learning environment, Performance Management, addressing underachievement, quality of reports and contribution to assemblies.

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

Job Purpose

To ensure that a Sixth Form year group operates effectively and that school systems and structures concerning Year 12 and Year 13 students are followed.

To lead and inspire all students in the year, ensuring their welfare, academic success, and personal growth in accordance with the school's vision and development plan.

To share responsibility for the Sixth Form's strategic direction and operational effectiveness.

To ensure that the pastoral and academic provision for all sixth form students is of the highest quality so that they are able to achieve to the best of their ability.

Key Tasks

To develop systems which inspire students to become effective lifelong learners and make outstanding progress by:

1. Monitoring the standards of teaching and learning for all students throughout the year group ensuring that they are of the highest standard.
2. Identifying and tracking underachieving students and those who find it difficult to meet the demands of A Level study and implement intervention strategies.
3. Coordinating study skills programmes and activities which supports students in meeting the academic demands of sixth form study.
4. Playing a full role in the delivery and enhancement of the Sixth Form enrichment programme.
5. Manage and support tutors to help deliver the highest standards for the Sixth Form in the following areas: student attendance, punctuality, behaviour, dress code academic achievement and pastoral support.
6. Playing a full role in supporting students with their post-18 university and apprenticeship applications
7. Ensuring productive communication with parents so that they remain well informed about relevant Academy events, their child's academic progress and wellbeing as well as any incidents of poor organisation or behaviour.
8. Playing a full part in Sixth Form events contributing towards consistently high numbers of student applications to the Sixth Form
9. Being part of the safeguarding team. Please note this part of the job description is an essential part of the role.



Person Specification

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 a track record of teaching A Level successfully.
4. Be able to lead and role model on delivery of school ethos and policies.
5. Show evidence of continued educational professional development.
6. Have relevant experience of working in comprehensive and multi cultural environments.
7. Demonstrate success in raising attainment and standards of teaching and learning.
8. Possess a good understanding of school leadership and management skills.
9. Have sound technical understanding of school management issues with a proven interest in Post 16 education
10. Have demonstrable experience of being part of successful school innovation.
11. Demonstrate experience of taking part in effective self-evaluation systems.
12. Have knowledge of and commitment to the safeguarding and promoting the welfare of young people.
13. Be able to show an understanding of up to date national initiatives and the implications of the governments' education agenda.

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. Demonstrate 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 support students through the UCAS application process or with entry into alternative Post 16 pathways.
9. To support in promoting Wren Academy Finchley Sixth form through appropriate means, including Academy social media accounts and in-person events.
10. Appreciate the balance between the academic, social and emotional development of young people, needed to create an outstanding school.
11. Have the ability to ensure that Sixth Form behaviour expectations are upheld throughout the Academy.
12. Possess the management skills required to lead a team of tutors and ensure that staff meet academy expectations in regards to ethos, pastoral care and academic support.
13. Embody our vision and values every day work and practice, particularly those of justice, kindness and humility.

How to Apply

Application deadline

Completed application forms must be received by 9.00am, Monday 2 June 2025, 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 your application through [MyNewTerm](#) or by submitting a personal statement to recruitment@wrenacademiustrust.org. Please note, your statement should not exceed two sides of A4 (Arial font size 12). CVs will not be accepted.

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. Please ensure that 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.

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

 Wren
Academy

