



Wren
Academy

Wren Academies Trust

Wren Academy Finchley

Inclusion Manager

Start date: As Soon As Possible 2026

Closing date: 9.00am, Monday 7 September 2026

Candidate Information - July 2026



**Wren
Academy**

Contents

- [Introduction](#)
- [Vision and Ethos](#)
- [Job Description](#)
- [Person Specification](#)
- [Staff Wellbeing](#)
- [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, Chief Executive Officer



Welcome from the Principal

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

We are looking for an Inclusion Manager to join our friendly, welcoming, talented and highly motivated Inclusion team at Wren Academy Finchley. The successful candidate will co-ordinate and manage the allocation of staff and resources.

The successful candidate will demonstrate excellent communication skills, strong organisation skills and a keen interest in supporting students. Training will be given where appropriate but experience of working in a fast-paced environment will be desirable

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 8492 6000**.

Please note applications should be made through [MyNewTerm](#). Applications 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*



WREN ACADEMIES TRUST

Wren Academy Finchley

Inclusion Manager

Full time position:	Paid for working 40 weeks of the year, 36 hours a week
Salary:	£35,818 - £38,126 per annum
NJC Scale:	point 26-29
Start Date:	September 2026
Job Purpose:	The purpose of the job is to be a key part of the Inclusion team managing the allocation of staff and resources and carrying out administrative tasks.
Liaising with:	Assistant Principal – Inclusion, Principal, Vice Principal, Assistant Principals, Primary Headteacher, Heads of Faculty, Teaching and Student Services Staff, Other Staff with cross-academy responsibilities, some External Agencies and other visitors to the Academy.
Working Time:	36 hours per week, for 40 weeks of the year (term time plus 2 weeks, including the last week of the summer holidays)
Contract Type:	Permanent
Reporting to:	Assistant Principal - SENDCO



Duties

- Support with the creation of the timetable for the allocation of the Inclusion team. Keeping it up to date when changes are required due to student needs.
- Manage daily cover for the support staff.
- Create and maintain a provision map and SEND register.
- Being a point of contact for external agencies, parents/carers including the communication of the local offer information to families of SEND students.
- Make appointments with students/parents/carers and external agencies.
- Book meeting rooms and manage the administration associated with external agencies and parental meetings.
- Responsible for the collation of and storage of confidential student SEND records.
- Prepare, organise and collate paperwork for annual reviews.
- Set up annual review schedules at the start of the academic year and distribute to the relevant Boroughs.
- Ensuring SEND information is up to date at all times within BromCom.
- Work with the other areas of Wren Academy Enfield to ensure that the administration of SEND students is up to date and information is shared in a timely manner.
- Assist the Students Services team, with the collation of SEND information, including ensuring that references are collated and checked, to ensure the smooth transition of those students.
- Be an instrumental member of the Admissions+ team to ensure that data is collated and communicated efficiently.
- Order IN supplies and stationery.

- Liaise with SENCO and Pastoral leaders to create and maintain a mental health and well-being support log and ensuring the necessary mental health needs are in place.
- Book and organise mental health support and well-being workshops for students.
- Complete administrative tasks in relation to interventions. This includes; updating the provision map, SEND register and liaising with student services.
- Maintain inclusion team CPD log.
- Liaison with Enfield SEND Services this can include; EHCP funding, consultations, student transition, producing costed provision maps
- Co-ordinates booking classrooms and other spaces for interventions.
- Undertake other general tasks from time to time as directed by the line manager or the Principal.
- Plan and book staff safeguarding training and collate and store safeguarding certificates.
- To act as one of the designated safeguarding officers (DSO) for the Academy and report to the Designated Safeguarding Lead in relation to the safeguarding related duties.
- To complete safeguarding related administrative tasks, this includes but not limited to the collation of and storing safeguarding files when students join Wren Academy Enfield and forwarding files when students change schools.
- Play a key role in student development, working with students on motivational, learning, academic, social and behavioural issues.



Professional Behaviour

- To maintain high standards of professional behaviour towards colleagues and students.
- To lead by example and to follow the Academy's dress code and code of conduct.
- To carry out duties in a friendly, helpful and professional manner.
- To have a flexible approach and to be prepared for the unusual.
- To uphold and actively support the Academy's policies and procedures on the safeguarding of young people.

Assessment

- To continue personal development as agreed in performance management.
- To engage actively in the performance review process.
- To address the performance management targets set by the line manager.

Other Specific Duties

- To play a full part in the life of the Academy community, to support its distinctive aim, ethos and policies, and to encourage staff and students to follow this example.
- To support the Academy in meeting its legal requirements as a Church School.
- To have a record of excellent health, attendance and punctuality.

This job description is current at the date shown but, in consultation with you, may be changed by the Executive Principal, to reflect or anticipate changes in the job commensurate with the salary and job title. Wren Academy Enfield is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Person Specification

Professional Skills and Experience

1. Possess strong leadership and management skills.
2. Possess the ability to time manage and prioritise effectively.
3. Possess experience in a similar role, preferably within a school environment.
4. Be an excellent professional with the ability to organise and motivate others.
5. Show evidence of continued professional development.
6. Be aware of relevant health and safety and risk assessment in an office environment.
7. Be able to provide colleagues with support in administrative work.
8. Possess excellent typing, word processing and spreadsheet skills.
9. Demonstrate experience in setting up and operating effective management systems.

People, Relationships and Communications

1. Possess the ability to motivate and lead staff and have the capacity to build on the strengths and expertise of individuals.
2. Be able to articulate the management perspective to those that they lead, and other colleagues, in a constructive and professional manner.
3. Be able to relate to all students and staff in a positive and constructive way.
4. Be part of a whole Academy team which seeks and develops a variety of opportunities to support and work with students.
5. Possess qualities of integrity, calmness and good humour which earn the trust and respect of students, staff, parents and governors.
6. Possess, optimism, credibility, resilience, and a sense of proportion.
7. Possess excellent written and verbal communication skills.
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 and social development of young people, needed to create an outstanding school.
10. Be committed to maintaining a distinctive and inclusive Christian ethos in the Academy.



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.
- Excellent professional development opportunities including support for programmes of further study and planned career development. This includes the opportunity to study for NPQs.
- 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



Selection Process

Application deadline

Completed application forms must be received by 9.00am, xxxxxxxxx 2026, 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. 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**