

# Wren Academy Enfield



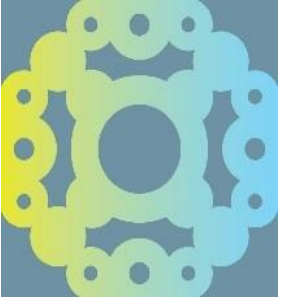
## Wren Academies Trust

Wren Academy Enfield

Head of Biology

START DATE: September 2026

CLOSING DATE: 9.00am, Monday 23 February 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**  
Executive Principal

## Welcome from the Principal

Thank you for your interest in this post.

Wren Academy Enfield opened in September 2020 with a first cohort of Year 7 students and has then grown each year with the addition of a new year group. Our oldest students are now in Year 12 and our first GCSE exams took place at the end of the last academic year. September 2025 saw the opening of our Sixth Form offering the full range of A Levels. We are therefore looking for an exceptional teacher to join the science department in the first important years of Wren Academy Enfield.

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.

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 23 February 2026. Applications should be made 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 students and staff, demonstrating the strength of our curriculum, the quality of teaching, and the supportive culture we have built within the academy. These outcomes, when compared to last year's results within the local authority, are likely to place us at the top in comparison 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.



## Department Information

The Science Department at Wren Academy Enfield is an enthusiastic team consisting of teachers with a wide range of skills and specialisms. There is currently a Head of Department, three Heads of Subject, a Key Stage 3 coordinator, three Main Scale teachers, an Early Careers Teacher, and two technicians, all of whom work closely together on developing and implementing the curriculum effectively.

Key Stage 3 Science at Wren Academy Enfield is taught in single gender sets which are reassessed at three points throughout the academic year. There are two top set groups, a boys' class, and a girls' class, of approximately 30 students alongside significantly smaller mixed-ability classes of approximately 20 students each. All classes are taught the same material, encouraging movement between sets, however the pace in the top set will be faster. This division allows higher attaining students to delve deeper into the curriculum whilst also offering a specialised and adaptive approach for the rest of the student body.

GCSE Science at Wren Academy Enfield follows the AQA Specification. We enter 2 classes of scientists for the separate sciences award, where students will be awarded 3 individual grades in each Biology, Chemistry and Physics. The rest of the student body is entered for Trilogy Science, where students are awarded a combined grade for the sciences.

Science at Wren Academy Enfield is taught through a recently developed curriculum that aims to provide students with interdisciplinary skills, alongside the substantive and disciplinary knowledge, to develop a real passion for their learning. We also want students to gain a solid understanding of workings in the biological, chemical and physical worlds and provide students with interdisciplinary skills alongside the substantive and disciplinary knowledge to be successful in Science. This curriculum is supported by student tablets which allow them to develop both their research and ICT skills, both in the classroom and at home. In keeping with Wren Academy's focus on the 6 Rs, students are required to consider varied approaches to learning, allowing them to think critically about how they approach the subject. Student tablets allow them to be both resourceful and reflective in their approach to learning by being able to utilise a range of on and offline learning resources.

The Key Stage 3 curriculum is spiral in nature, enabling students to revisit, consolidate, and build upon key scientific concepts year on year. This carefully sequenced approach ensures that foundational knowledge is securely embedded and progressively developed, providing a strong platform for success at GCSE in Biology, Chemistry and Physics. Through this structure, students are well supported to maximise their progress and achieve strong outcomes.

The Wren Academy Trust promotes a rigorous and precise approach to teaching, monitoring and intervention, underpinned by consistently high expectations for student progress and achievement.

Assessment is embedded as a core element of teaching and learning. We follow a regular and standardised assessment schedule, with formal assessments taking place twice per term, alongside the use of live marking in everyday classroom practice. This aligns with the Academy's marking and feedback protocol and allows staff to maintain a clear and accurate understanding of students' strengths and areas for development, enabling teaching to be adapted responsively and effectively.

This role presents a particularly exciting opportunity for a motivated Science specialist to contribute to the collaborative development and delivery of an engaging and ambitious curriculum within a growing and enthusiastic department. The developmental nature of the department makes this an ideal position for a practitioner keen to innovate, refine schemes of learning, and play a meaningful role in shaping the future direction of Science education within the Academy.

Anjali Juddoo  
Head of Science



# Head of Biology

Main scale plus TLR 2c  
plus Wren Enfield Allowance  
Required for September 2026

Heads of Subject are key leaders within the Academy, and their role carries significant leadership and management responsibilities. It is essential that they give active support to the vision and ethos of Wren Academy. Their areas of responsibility include teaching and learning, vision for the department, strategic planning, monitoring and evaluation, behaviour for learning, resources, the learning environment, Performance Management, addressing underachievement, quality of reports and contribution to whole school assemblies.

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 Head of Department is to ensure that the standard of teaching and learning in all subject areas within their department 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 a curriculum that inspires students to become effective lifelong learners by:**

1. Ensuring high standards of teaching and learning for all students throughout the department.
2. Developing a curriculum vision and plan.
3. Creating Schemes of Learning which enable all students to become effective learners.
4. Supporting the Head of Science to produce a strategic three year plan to deliver the faculty vision which is supported by an annual action plan.

5. Completing an annual self review of the department carried out in support of the SEF, including an analysis and commentary of student academic performance. The conclusions of the report should then be used to modify the strategic plan.
6. Contributing to discussions on course selection and implementation where necessary.
7. Playing a full role in the delivery of the Academy's enrichment curriculum and Focus Days.
8. Collaborating effectively with partner primary schools to ensure a smooth transition for new students.
9. Monitoring and evaluating the quality of learning including planning, lesson delivery, teacher feedback, assessment, differentiation and classroom management.
10. Being an advocate and enthusiastic user of the Academy's information technology systems.
11. To lead on a programme of extracurricular activities for Science with a focus on Biology.

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

1. Communicating a clear department vision which encourages ownership, team spirit and commitment from the faculty members.
2. Line managing and professionally developing staff in such a way that they perform at their best.
3. Meeting regularly with their line manager and keeping her/him informed of developments within the department.
4. Ensuring that all members of staff in the department go through the Performance Management cycle in the manner specified in the Academy policy.



**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 providing for the care of student wellbeing.
2. Contributing to assemblies in a way which support the Academy ethos.
3. Maintaining the highest standards of student behaviour so that all students are able to learn effectively.
4. Providing a proactive presence around the school embodying the Academy's high expectations to students and staff.
5. Ensuring productive communication with parents so that they remain well informed about their children's progress and achievements as well as any incidents of poor behaviour.

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

1. Devising and implementing department student assessment systems which enable student underachievement to be identified and acted upon at an early stage.
2. Coordinating effective intervention strategies which support students so that they make the progress that is expected of them.
3. Identifying excellent practice within the department and coordinating the sharing of practice through a planned and systematic timetable of observations, collaborative planning and team teaching.



# 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 the skills and proven track record 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 and knowledge of examination curriculums.
6. Possess the skills necessary to contribute effectively to the leadership of extracurricular activities.
7. Show evidence of having developed the learning capacity of students.
8. Be able to support and role model on delivery of school ethos and policies.
9. Show evidence of continued professional development.
10. Have relevant experience of working in comprehensive and multicultural environments.
11. Possess strong leadership and management skills.
12. Have sound technical understanding of school leadership issues.
13. Have the capability to lead others in successful school innovation.
14. Demonstrate the ability to set up and operate 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 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.





## 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 autumn 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 for over two years will be given priority for a place in Year 7 of the school they work at.
- 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 23 February 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@wrenacademiestrust.org](mailto:recruitment@wrenacademiestrust.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@wrenacademiestrust.org](mailto:recruitment@wrenacademiestrust.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.

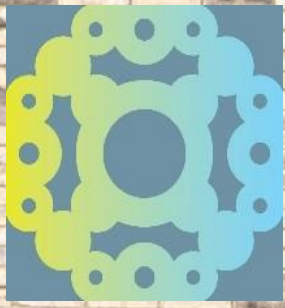
Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The Trust may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their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





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