



REASONS TO WORK AT WRENN ACADEMY



Our Mission Statement

Wrenn Academy aims to be recognised as a Good academy by 2017 and an Outstanding academy by 2020. We believe that every student should have access to an outstanding education, where they have an opportunity to achieve beyond their potential, to give them the best chance of being successful in life. We also aim to nurture the teaching pedagogy and careers of all staff. We have a traditional ethos called 'Proud to be Wrenn' underpinning our Academy and strive to develop the aspirations and values of every student and member of staff.

About Wrenn

Our students come to us from all around the area, united by their strong desire to learn in order to reach their full potential. Working in partnership with our Academy sponsor we have high aspirations for all our students and know it is our responsibility to enable them to leave Wrenn wiser, more fulfilled, and with greater choices in every area of their lives than previous generations. The Academy is developing a reputation for its relentless pursuit of excellence and focus on academic rigour. It insists on outstanding behaviour by students and staff alike within a harmonious and respectful culture where students are happy and safe. We encourage our students to become confident, independent young adults balanced by compassion and respect for others.



6 REALLY GOOD REASONS TO JOIN THE STAFF AT WRENN ACADEMY:

1. Professional Development

A training plan that takes into account the needs of staff through the schools appraisal programme to ensure priorities are covered. Every staff member receives a Professional Development Portfolio with a wide range of CPD activities as part of our Inset and directed time programme. There is a meaningful and quality appraisal system for all staff at Wrenn and TEF outreach work is available for outstanding staff to support individuals and subjects within the cluster of TEF schools.

We are proud of our excellent supportive induction programme for all staff on their first day. Induction days at the end of June prior to your first term of teaching are an integral feature of welcoming you to our Wrenn family. NQTs have an opportunity to join us at the end of June prior to their first term of teaching.

As a large school there are many opportunities for staff, at whatever level, to take on additional responsibility of a whole school nature; some with incentive allowances attached, or time provided. As a result many members of staff have taken opportunities to lead on mini projects linked to the needs of our students and the development of the school.

We encourage our staff to participate in external staff development opportunities - attendance at PIXL courses, TEF conferences, links with local colleges, opportunities for staff exchanges with other TEF Schools, supporting the Initial Teacher Training programme as well as liaison with other educational establishments.

We have a vast experience of leading, mentoring and coaching the development of colleagues at all stages of their careers.

2. Teaching and Learning



We offer a minimum of 3 non-contact periods as part of a 25 period timetable. These non-contacts are protected as part of our unique cover system. The Senior Leaders carry out almost all the cover for absent staff, allowing teachers guaranteed time to use non-contacts as they feel most valuable.

Support staff are employed to embrace Workforce Reform: all faculties have their own teaching assistant; non-teaching Year Team Managers support our Year Progress Leaders; excellent administrative support covers all aspects of the National Agreement;

We are proud of our 'open door culture' and colleagues are encouraged to support each other in areas of teaching and learning and allowing any member of staff into their classroom to observe examples of good practice. Our Middle and Senior Leadership Team believe in the importance of getting into classrooms to support Learning and Teaching. "The newly re-structured leadership has rapidly put into place new systems and routines that have led to improvements in student's attainment." Ofsted 2015

3. Health and Wellbeing, and Staff Benefits

Integrated systems of consultation include our TEF forum and Staff Senate which meet with representation from every area of the school. This provides a forum for the discussion of any staffing or staff development issue, and supports our focus with work-life balance and welfare. There are ever expanding extra-curricular opportunities for staff including football, volleyball, rounders, musical performances, pantomime and organised fitness sessions - including reduced cost to membership at the Waendel Leisure Centre. There are a variety of organised social activities and discounts available at other organisations. As a member of staff you are encouraged to be involved in decision making for these events, taking part in surveys and offering ideas to further develop our programme.

4. Our Students



The attention we give to ensuring our students are safe and well cared for is recognised as a strength of the Academy. Ofsted 2015 quoted "The behaviour of students is good. The new rewards system is highly effective in boosting attendance, punctuality and good conduct in lessons and around the academy. Students receive excellent support from their year managers who help them to resolve any concerns promptly. Our 'Proud to be Wrenn' ethos and values are central to our culture, organisation and student success.

5. The School

Our excellent staff facilities include - staff work rooms with individual workstations; Staff Lounge where free teas and coffees are available all day long; good ICT facilities for staff use; a buffet or hot food provided for all Parent Progress Evenings, open evenings and INSET days. Our web site will direct you to key areas about our facilities and organisation of our Academy.

6. The Education Fellowship



We are a member of The Education Fellowship (TEF), a developing Multi Academy Trust with a co-ownership family of schools with the common aim of continuous school improvement through challenge, collaboration and support. TEF Academies seeks to be a network of schools where every child has access to an outstanding education leading to greater opportunities and choices in every area of their future lives.

Quotes from staff

“Letters to staff help people feel appreciated and acknowledged when they’ve done a good job which helps with morale and wellbeing”

“I feel we are listened to and when suggestions are made there are improvements”

“The opportunities to improve my teaching pedagogy through individualised CPD and the support from coaching has made me a better practitioner”

“There are clear career progression opportunities at Wrenn for staff who are ambitious”

“I love my job and I love working at Wrenn – and I get paid for what I do!”

Quotes from parents

“My daughter has flourished at Wrenn and we are delighted with the progress she has made”

“I was amazed at how quickly my child felt at home”

“During his time at Wrenn my son achieved a great deal and a considerable amount of confidence”

“The learning opportunities available to my children are extensive”

“My daughter achieved her goals in life because of the guidance, support and high expectations of her by the teachers at Wrenn. They work hard for everyone”

If you are looking for your next exciting opportunity then please do not hesitate to get in touch. Also keep visiting our vacancies page on our website www.wrenn.northants.sch.uk for current posts at Wrenn Academy.