



Part of the  
**Ted  
Wragg** TRUST

# Honiton Community College

## Associate Teacher



“Success for  
all”



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# Key Details

Salary	Grade E	Location	Honiton Community College
Hours	Full-time or Part-Time potential	Interviews	Thursday 09 July 2026
Closing date	Monday 06 July 2026 midday	Required from	September 2026

Our students leave College as confident, ambitious and successful young people, keen to engage with the world of tomorrow.

## How to apply

For an informal conversation about the position please contact Nicola Turner at [Nicola.Turner@honiton.college](mailto:Nicola.Turner@honiton.college)

An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy> or click on the apply now button



The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.



# About Honiton Community College



At Honiton Community College, we believe that education is about more than just academic success—it's about building a strong, supportive community where students and staff thrive together. As a Community College, we are deeply connected to our local area, ensuring that our school is a place where everyone belongs.

## **Our Values: Kindness, Curiosity, and Resilience**

These values shape everything we do, from our approach to teaching and learning to the way we support and develop our staff. We foster a culture where students and teachers feel safe, valued, and inspired to achieve their best.

## **Why Join Us?**

### A School at the Heart of the Community

Community is at the core of our identity. We are proud to be part of the Honiton Learning Community, working in partnership with local schools, businesses, and organisations to create opportunities for our students. We are outward-facing, always looking for ways to enrich the lives of those we serve.

### A Culture of High Expectations and Support

We believe that great teaching flourishes in disruption-free classrooms. Our clear and consistent behaviour policies allow teachers to focus on what matters most—engaging and challenging students in their learning.

### Outstanding Professional Development

We are committed to the growth of our staff through our Growing Great People strategy which incorporates a comprehensive CPD package, which includes, but is not limited to:

- A weekly coaching programme to support continuous improvement
- Deliberate practice to refine and enhance teaching techniques
- Access to the TWT Institute, providing the latest research and evidence-based teaching strategies

If you are passionate about education and want to work in a supportive, community-driven school where both staff and students are encouraged to grow and succeed, we would love to hear from you.



# A Warm Welcome from our CEO



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Moira Marder, OBE**

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working for our Trust. This is an excellent opportunity to join our Trust and work in one of our 17 schools.

In our **ambitious** and **inclusive** Trust of schools we know that every individual is critical to help us to achieve our collective mission to **transform lives, strengthen communities** and **make the world a better place**.

Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow great people**.

This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love through our values

How we will succeed



# Job Description

## Key purpose of the role

Enable the Trust to realise its mission to 'Transform lives, strengthen communities and make the world a better place by effectively managing cover arrangements in schools and supervising whole classes so that students are motivated to succeed and are supported to maximise their learning.

## Key day to day responsibilities

- Support in the arrangement of cover for all staff absences each day and effectively create cover resources to support the continued learning of the curriculum for students.
- Direct and lead other Cover Supervisors and supply staff as required, ensuring safe and adequate cover is provided.
- Supervise whole classes and collapsed classes to cover the short-term absences of teachers, assisting students with their set activities and responding to any questions.
- Lead the delivery of compulsory study lessons after school, to promote the completion of homework tasks.
- Assist with the supervision of students during break, lunchtimes and after school
- Provide 1-1 support to students or support other classroom activities when cover is not required.
- Promote the inclusion and acceptance of all students within the while recognising and responding to individual needs.
- Promote independence, encouraging students to interact and work collaboratively
- Recognise and reward student achievement and self-reliance
- Promote and enable excellent pupil behaviour dealing promptly with conflict/incidents and reporting in line with school policies
- Support the invigilation of exams and accompany teaching staff and students on visits, trips and out of school activities

# Job Description Continued

## Your key objectives

To support pupils to:

- Love coming to school
- Achieve well
- Live a life of opportunity

To support colleagues to:

- Love coming to work
- Build high quality professional relationships with Trust networks
- Inspire others

To support communities to:

- Love our schools
- Value working together
- Make the world a better place



# Person Specification

## Qualifications

- GCSE (or equivalent) in English and Maths
- NVQ 4/ BTEC/ HNC in a relevant field or equivalent level of knowledge and experience
- 

## Experience

- Experience of working with young people

## Key skills

- Able to act as a role model for students with a genuine passion and belief in the potential of every child
- Commitment to driving up standards and ensuring every child is challenged to achieve their potential
- Good numeracy and literacy skills
- Excellent communication skills
- Able to use own initiative and work independently and as part of the team
- Able to work under pressure and remain calm in difficult situations
- Good ICT skills, particularly Word and Excel
- Able to fulfil all aspects of the role with confidence and fluency in English
- 

## Values

- **Ambitious:** you work hard, have the highest standards and are positive for the future
- **Selfless:** you are self-aware, emotionally intelligent and are able to support yourself and others to thrive. You work selflessly to support the Trust's mission and strategic priorities
- **Collaborative:** you build strong relationships and networks



# #lifeattedwragg

We know that our people are our **greatest asset** and research tells us that happiness at work is directly linked to student happiness and consequently **student outcomes**.

We are working hard to make sure that all our employees **love coming to work**.



Our Trust is dedicated to fostering an environment where employees can **reach their full potential, with dignity, respect, and equal opportunities for all**.

We value the unique contributions of each individual, recognising that **diversity strengthens our community and makes our Trust a positive place to work and grow**.

We are committed to excellent employment practices that attract and retain talent from a variety of backgrounds and communities.

The aim of our people strategy is to be the **greatest place to work in the South West**.

We know that to realise our ambitious aim we must **welcome, retain and develop our great people** who work day in day out to **transform the lives of the children in our Trust**.



#lifeattedwragg is focussed on ensuring all our employees:

- **Love coming to work** and have a strong sense of belonging
- **Experience high quality development** through our dedicated development curriculums delivered by the Ted Wragg Institute
- **Inspire others** with their open and collaborative approach

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at [www.tedwraggtrust.co.uk/workwith us](http://www.tedwraggtrust.co.uk/workwithus)



# The Ted Wragg Institute



We want to ensure that our people feel **invested** and **fulfilled in their role** by providing personalised, relevant and engaging professional development. Our brand-new **Ted Wragg Institute (TWI)** delivers our **high-quality development** offer for all, across our family of schools.

Our incredible offer includes Trust CDP, Leadership Development, Networks, Cohort-specific training and NPQs. Take a look at our offer this year here.

## Early Career Teachers

If you are an Early Career Teacher you will benefit from our tailored Early Career Framework combining weekly instructional coaching, asynchronous independent learning, online 'clinics' and in-person conferences. With a dedicated mentor or coach and access to supportive networks the ECTs in our Trust are supported and developed to reach their full potential.

## Our professional development delivery model

Our professional development delivery is underpinned by our Education key concept (see page 8). We believe that professional development should build knowledge, motivate, develop techniques and embed practice.

At the Ted Wragg Trust, we are research informed and believe that it is important that everyone involved in sharing ideas understands the underlying rationale and evidence base. We ensure that professional development is:



### Sustained

Frequency is critical, not time span



### Practice-Based

Create new habits



### Domain-Specific

Create new habits



### External Expertise

Challenge the familiar & refresh ideas



### Professional Buy-In

Purpose & benefits eclipse volunteering

We believe this slightly adapted model from 'Teaching Walkthrus 2', Tom Sherrington and Oliver Caviglioli is applicable to all professional development and will underpin the delivery of all our professional development networks, seminars and webinars.



# Our Ted Wragg Standard



Our Ted Wragg Standard provides a **minimum set of high standards** across all our schools to establish clear structures, implement effective processes and hold each other to account **to enable excellence**. It is based on our three key concepts: Leadership, Education and Every Child Succeeds.

## Key Concept: Leadership



We believe that great leadership:



Fiercely educates



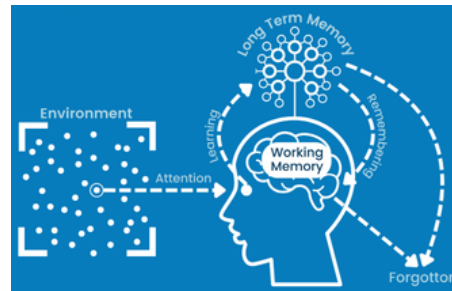
Thrives in a complex system



Is locally enabled

## Key Concept: Education

We have a clearly defined and articulated learning model that is understood by all teaching staff. This model of the learning process uses the concepts of Working Memory and Long-Term Memory. It draws on ideas from Cognitive Load Theory and the work of Daniel Willingham.



## Key Concept: Every Child Succeeds



We believe individual development is well explained using Maslow; that an individual grows in an ecosystem and can be interpreted using Bronfenbrenner's work, and that we are interdependent.

We believe that to enable our children to live a life of opportunity, we need to understand what true inclusion means. To us, our model is based on Maslow's hierarchy of needs and the Bronfenbrenner's ecology of inclusive education.

### Microsystem

#### Child

- sleep well
- eat breakfast
- follow school rules and routines
- attend school regularly

#### Family

- healthy sleep patterns
- nutritional diet including breakfast
- online safety parental controls
- adequate housing
- clean clothing
- support school policies
- protect from dangers
- attend medical appointments
- ensure attendance is good

#### School

- Behaviour, Health and Safety
- Accessibility, Safeguarding Supporting Pupils with Medical Conditions and Anti-Bullying Policy
- Online Safety lessons and workshops for parents/carers
- Early Help support
- First Aid trained staff
- Attendance Engagement Officer and Attendance Policy
- Nutritional lunches and free breakfast
- Foodbank support
- Wrap around care

### Mesosystem

- We endeavour to provide a safe and welcoming environment for pupils and their families.
- We listen to our pupils and families and take seriously what they tell us.
- We work in partnership with other agencies such as CAMHS and Early Help

### Macrosystem

- Keeping Children Safe in Education
- Teacher Standards
- Devon and Plymouth Children's Social Services
- 0-25 SEND Team
- Virtual School

# Our Benefits

A critical part of our People Strategy is to ensure that we welcome and retain our great employees and ensure that they are supported both at home and at work.

When you join our Ted Wragg family we are here for you every step of the way. Here are some of the benefits we offer:

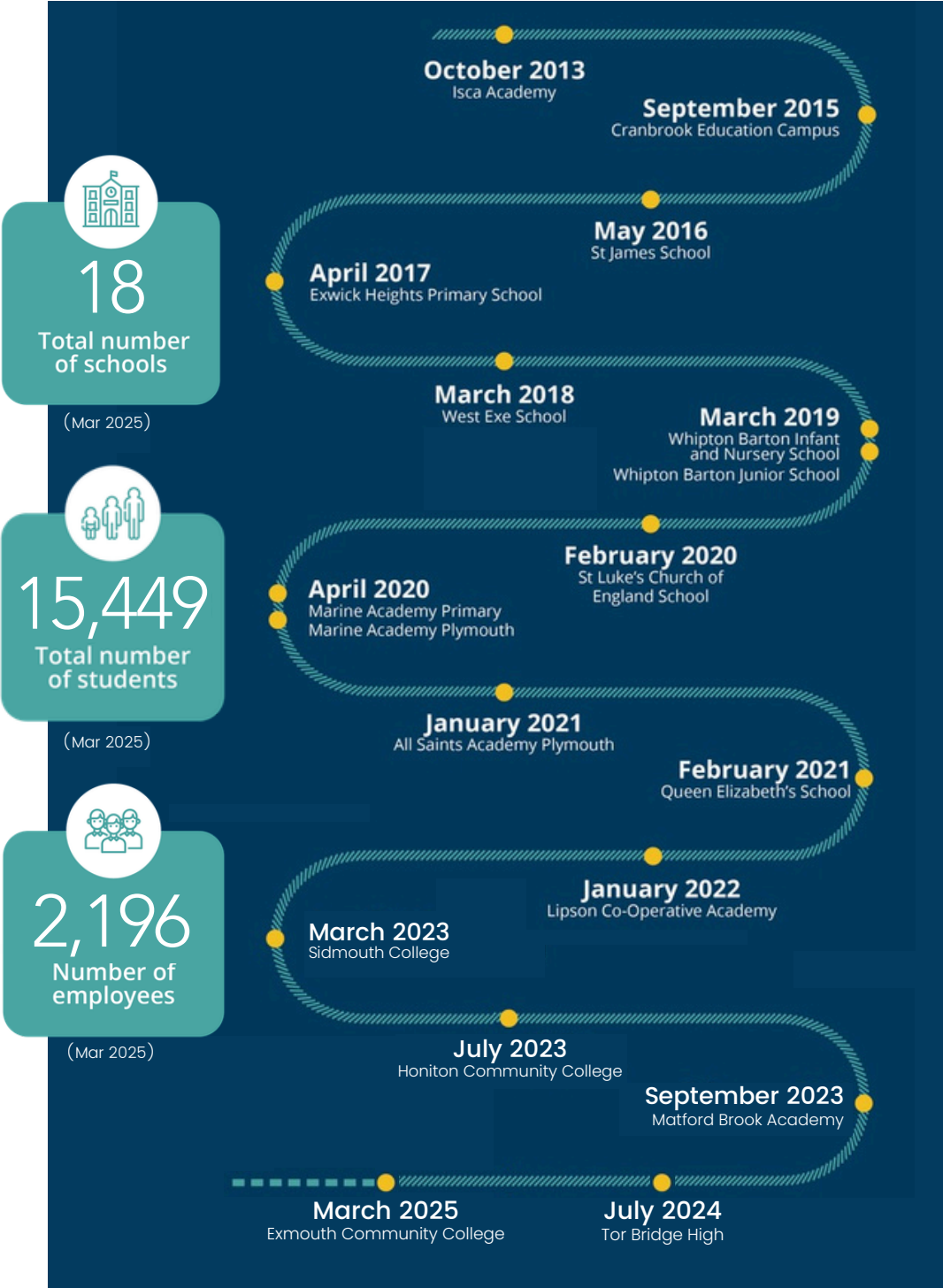
 <p>Exceptional development and networking opportunities</p>	 <p>Cost of blue light cards can be claimed through expenses</p>
 <p>Free annual flu jab, eye test and allowance for glasses</p>	 <p>Exclusive discounts, cashback and vouchers</p>
 <p>Free, confidential employee helpline. Available 24-7 through Health Assured</p>	 <p>Access to Wisdom app to support your mental health</p>
 <p>Up to 10% off all Pure Gyms</p>	 <p>up to the value of £2,000.</p>
 <p>Up to 2 days paid emergency time off for dependants</p>	 <p>Generous public sector pension schemes for all staff</p>
 <p>Timetabled instructional coaching for all teachers</p>	 <p>Family friendly policies and flexible working opportunities</p>



# Our Trust Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.





Part of the  
**Ted  
Wragg** TRUST

Thank you for your  
interest in working  
for us!

