



Recruitment Pack

Associate Teacher

Sidmouth College

Closing Date: Tuesday 25th February 2025

Ted
Wragg TRUST

About Sidmouth College

Sidmouth College is an incredibly special place to work. Visitors to the College always comment on how welcoming it is here; we have a focus on unconditional regard for all and this can be felt as soon as you walk in. The College is a school of choice, with a thriving Sixth Form.

We currently have 854 students, with 112 of those in the Sixth Form. The majority of our students are from four local feeder schools, in Sidmouth, Sidbury, Newton Poppleford and Branscombe.

The College is set in the beautiful Sid Valley and the East Devon area of outstanding natural beauty. Our vision is for vibrant and inspirational teaching that raises aspirations; challenges and engages and prepares every student for lifelong learning.

At Sidmouth College our learners believe they can succeed, staff work hard to inspire and everyone strives to be the best that they can be. We were delighted to be again judged as Good in the most recent Ofsted report in 2022, which recognised our continuous improvement in achieving positive outcomes for all students.

The College sits within an attractive 13 acre campus and staff take every opportunity to make use of the natural environment on our doorstep to support students' learning and creativity. In January 2021 we moved into our new building which was part of the Government's Priority Schools Building Programme. The majority of our 1960s buildings have been replaced with modern, state of the art facilities, including classrooms, technology workshops and seven new science laboratories and preparation facilities which create a fantastic modern learning environment.

Our curriculum

Our aim is to provide students with a rich curriculum which builds a lifelong love of learning and meets the needs of the young people within Sidmouth College. The intent of our curriculum is to inspire all students to succeed and ensure they are prepared for adult and working life. This is achieved through a learning journey that provides knowledge, skills and opportunities for all students to become responsible global citizens with positive life chances.

Our curriculum supports students who are numerate and literate to become confident and resilient learners and who engage with the wider community. Our students feel challenged and know what success feels like for them as an individual. Our teachers and co-professionals support our curriculum and ensure that all students regardless of ability, age or background, develop curiosity and critical thinking, as well as fostering aspiration.



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



**Welcome from the Ted Wragg Trust
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values

How we will succeed



Key Details

Job Title:	Associate Teacher 31.66 hours per week - 08:30-15:35 Mon-Fri
Location:	Sidmouth College
Salary:	Grade E (Salary Range)
Closing Date:	Tuesday 25th February 2025
Interviews:	W/C 3rd March 2025
Required From:	To start as soon as possible

How to apply

If you would like an informal conversation about this role please contact Amy Baxter, HR Officer:
amy.baxter@sidmouthcollege.devon.sch.uk

Please apply via the Trust website:
<https://www.tedwraggtrust.co.uk/vacancy>

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a number of safeguarding checks including an enhanced DBS check. A copy of our safeguarding policy can be found here: [Safeguarding](#). This role falls under KCSIE regulated activities and, as such, it is an offence to apply for the role if you are barred from engaging in regulated activity relating to children. Please ensure you read and understand our Privacy Notice, which can be found on our website, before applying. We make appointments in accordance with our Recruitment and Selection Policy.

believe • inspire • 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 taking a lead role to support students to learn and flourish.

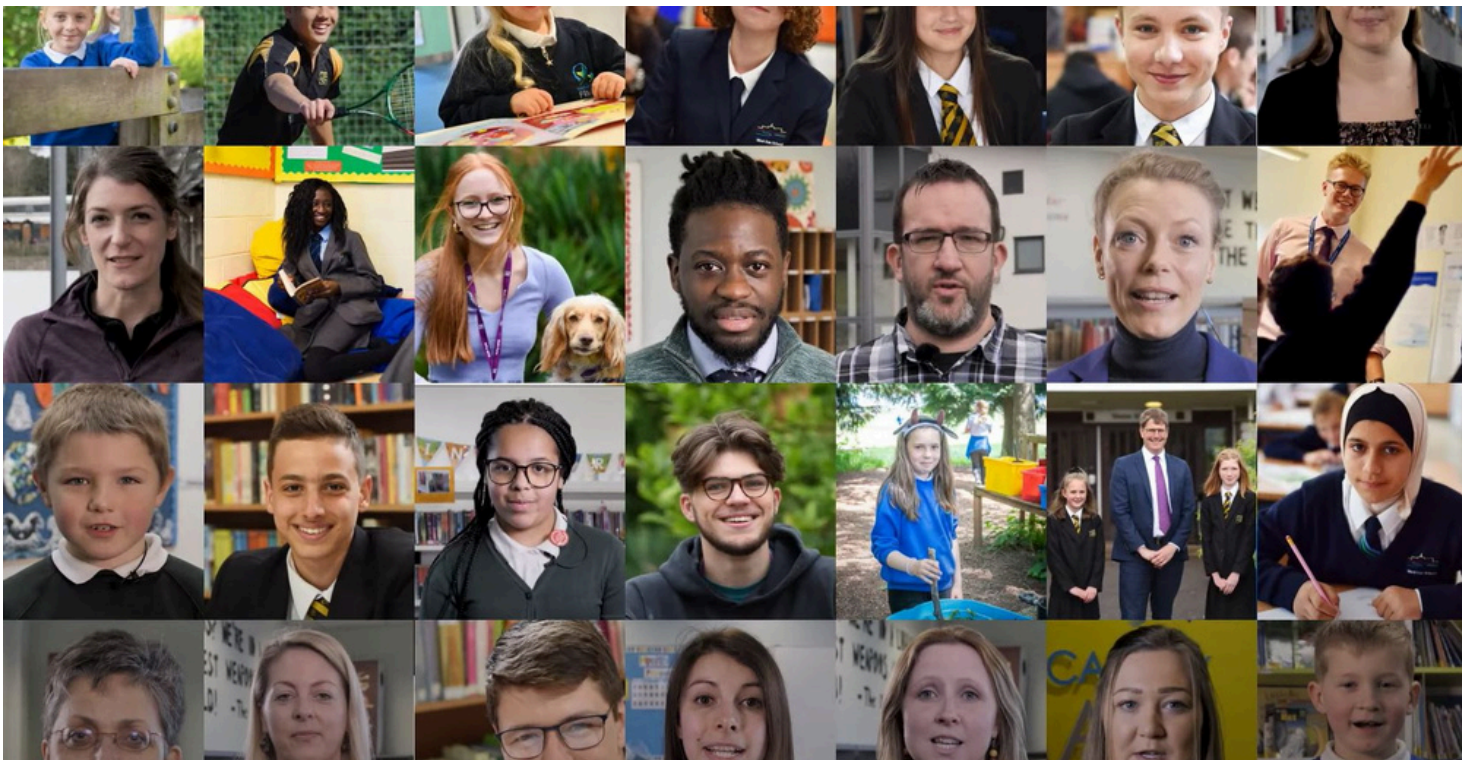
Your responsibilities

- Live our mission and values every day.
- Support learning by planning, implementing and evaluating learning, adjusting activities and resources to enable all students to achieve well.
- Supervise and deliver learning to whole classes, groups or individual students to cover absences, deliver learning or provide intervention in and outside the classroom area.
- Provide comprehensive assessments of pupils to determine those in need of particular help.
- Assist with the supervision of students during break, lunchtimes and after school, deploying others to ensure a positive and safe environment.
- Take a lead role in managing and delivering pastoral support to pupils directing others to ensure student welfare and personal care is of the highest standard.
- Assist in the development and implementation of appropriate behaviour management and attendance strategies.
- Role model and support colleagues to promote the inclusion and acceptance of all students recognising and responding to individual needs.
- Provide an agreed system of supervision to manage systems/policies/procedures for pastoral support, mentoring, behaviour, exclusions and attendance.
- Undertake tasks, including administrative activities as delegated by the teacher which contribute to the planning, delivery and assessment of learning for students.



Grading criteria

- Provide on the job training for colleagues and oversee the quality of work.
- Establish the best course of action using a range of recognised procedures.
- Identify the need, assess the situation and initiate action, providing comprehensive guidance, advice and support.
- Undertake work where there is a wide range of choices, where advice is not normally available and/or decisions where policy, procedures and working standards provide only general guidelines.
- Make decisions which have a material effect on internal operations of their own or other departments
- Work may be subject to interruption but the program of tasks will not be subject to significant change..
- Able to undertake a variety of advanced tasks in their specialist area which requires detailed knowledge and skills.



Person Specification

Qualifications	<ul style="list-style-type: none"> • Completion of relevant training/ qualifications at NVQ4/HNC or equivalent level of Knowledge and skills • Good numeracy and literacy skills with a GCSE (or equivalent) in English and Maths (grade 4 or above) • Relevant Degree and commitment to consider a career pathway into teaching 	<p>Essential</p> <p>Essential</p> <p>Highly Desirable</p>
Key Skills and Experience	<ul style="list-style-type: none"> • Excellent Communication • The ability to relate well to children and adults • The ability to promote inclusion and acceptance of all pupils • Proven experience of working with disaffected children • The ability to work effectively in a team, with a positive and collaborative manner • Experience of preparing, prioritising, initiating and delivering effective intervention strategies. • Ability to evaluate learning needs and actively seek learning opportunities • Ability to lead and manage teams and effectively manage individuals • Commitment to safeguarding and promoting the welfare of children and vulnerable adults • Able to fulfil all aspects of the role with confidence and fluency in English 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
Values	<ul style="list-style-type: none"> • Ambitious: works hard, has the highest standards and is positive for the future. • Selfless: is self-aware and emotionally intelligent to be able to support self and others to thrive. Works selflessly to support the Trust's mission and strategic priorities. • Collaborative: builds strong relationships and networks. 	<p>Essential</p> <p>Essential</p> <p>Essential</p>
Job Evaluation	<p>JE Job Number: TA5 (match)</p> <p>JE Score: 414</p> <p>Grade: E</p>	



Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.

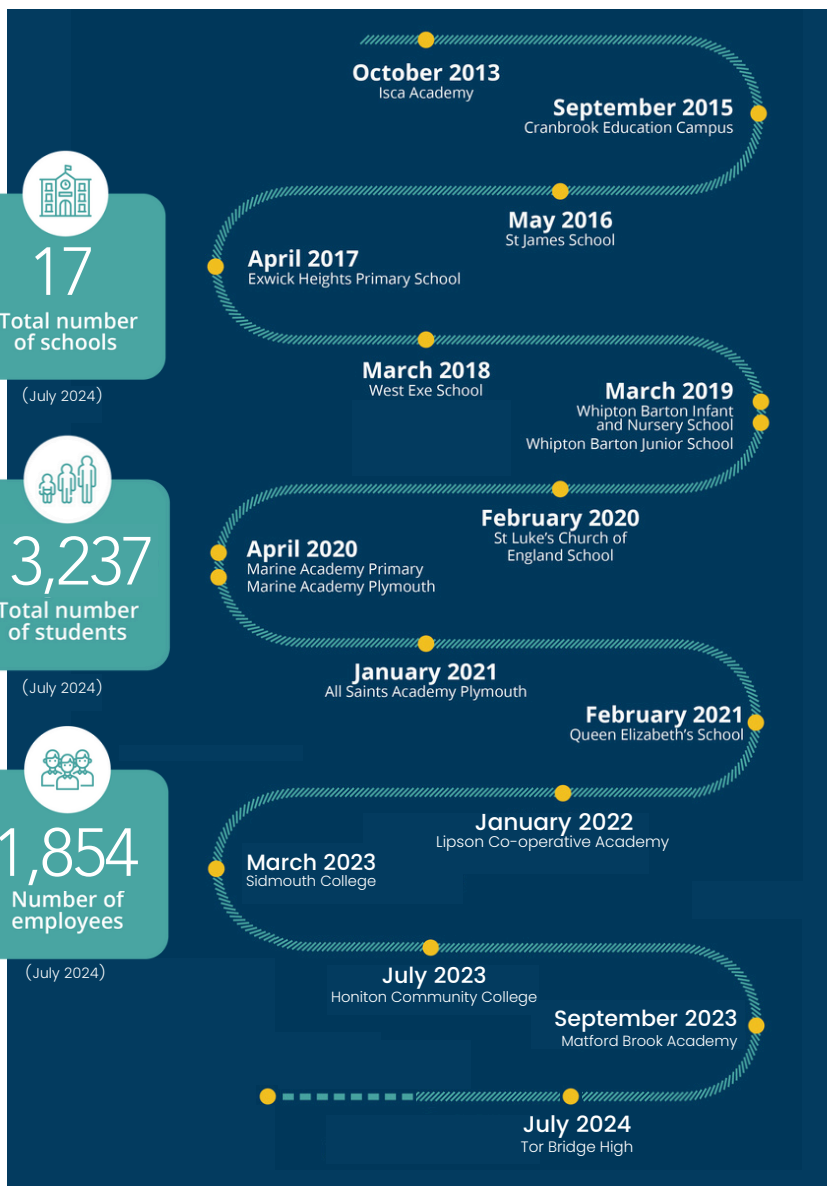


In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey



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



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.





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Thank you for your interest!

Ted
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