ISCA ACADEMY
EXCELLENCE THROUGH HABIT

Part of the Ted Wragg TRUST

Isca Academy

Behaviour Assistant

At Isca we place our students at the heart of everything that we do, and are relentless in the pursuit of excellence for every individual. We INSPIRE our students, celebrate their SUCCESS, care about our COMMUNITY and have AMBITION for every single child.





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Key Details

Salary
Grade C
Actual Salary -
£23,091.40 - £23,458.67

Hours
Mon-Fri, 8.00am - 4.00pm
Term-time only

Location
Isca Academy,
Earl Richards Road South, Exeter EX2 6AP

Required from
December or sooner

Isca Academy is an aged 11-16 secondary school based in the heart of Exeter. We firmly believe in the value of a rounded education which promotes creativity, resilience, self-belief and confidence; and we pride ourselves on our exceptional extra-curricular, creative and outdoor education programmes.

How to apply

For an informal conversation about the position please contact Mehdi Rahman at recruitment@iscaexeter.co.uk

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

APPLY NOW



About Isca Academy



Vicki Joyce
Headteacher

Isca has an experienced and skilled staff who have a track record of going above and beyond to provide exceptional opportunities for our students. We recognise that delivering great qualifications is important however, in parallel, building students' character and self-esteem, nurturing their ambition and inspiring a new generation to achieve beyond their wildest imagination is the **Isca** difference.



- **Ambitious:** works hard, has the highest standards and is positive for the future
- **Selfless:** self-aware and emotionally intelligent to support self and others to thrive
- **Collaborative:** builds strong relationships and networks

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

The Behaviour Assistant will support the Behaviour Team in promoting a calm, safe and connected learning environment across the school. The role is dynamic and will involve responding to behaviour incidents across the school, supporting and supervising students in reflection, delivering pastoral interventions, completing administration tasks to support the Behaviour Lead, and contributing to whole-school routines and culture. The post holder will work flexibly throughout the day, adapting to the needs of the school and ensuring that students can return to learning quickly and successfully.

Key Duties & Accountabilities

The following is an indicative list of responsibilities; the exact duties may vary depending on the operational needs of the school:

- Respond promptly to on-call requests to support staff in managing behaviour incidents and maintaining a positive learning atmosphere.
- Provide supervision and support for students referred to the Reflection Room, ensuring that restorative and reflective approaches are used consistently.
- Guide students through our Reflect, Rebuild, Restore processes, encouraging accountability, problem-solving and self-regulation.
- Record and report behaviour incidents accurately using the school's management information system.
- Liaise with pastoral, safeguarding and SEND teams to ensure a coordinated approach to student support.
- Assist with the reintegration of students following suspensions or significant incidents, helping them to return positively to learning.
- Support or deliver interventions, mentoring, one-to-one conversations and small group work to promote positive behaviour and emotional literacy.
- Contribute to our Habits of Excellence by being visible, proactive and supportive during transition times, breaks and lunchtimes.
- Support the Behaviour Lead and Heads of Year in tracking behaviour trends, identifying patterns and contributing to improvement strategies.
- Provide administrative support to the Behaviour Lead and wider pastoral team including the tracking and escalation of behaviour data, including continual collaborative contact with parents and carers.
- Build positive and respectful relationships with students, modelling high expectations and calm, professional conduct at all times.
- Participate in training, supervision, and team meetings to support continuous professional development.

Other Duties

As required and depending on need, the post holder may also:

- Assist with school events, meetings, supervision duties and pastoral initiatives.
- Support the Attendance Team with home visits where appropriate.
- Undertake any other reasonable duties consistent with the nature and grade of the post, as directed by the Behaviour Lead or Senior Leadership Team.

Other Information	• The post holder will work flexibly within school hours to meet operational needs. • The role involves working with young people who may display challenging behaviour; appropriate training and support will be provided. • This post is subject to enhanced DBS clearance and adherence to the school's safeguarding policies.
Working Environment & Conditions of the Post	• Based primarily within the school environment, including classrooms, corridors, and designated reflection areas. • The role may involve being on your feet for extended periods of time. • The role requires calm and professional conduct in potentially high-pressure situations. • The role may require home visits to support the wider inclusion team with attendance and engagement of key students.

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Person Specification

Experience	• Experience of working with young people in an educational or youth setting. • Experience of supporting behaviour management or pastoral care. • Experience of working effectively as part of a team.
Qualifications & Training	• GCSEs (or equivalent) in English and Maths, grade C/4 or above. • Full UK Driving Licence • Relevant training in behaviour management, safeguarding, or pastoral support (desirable). • Willingness to undertake further professional development.
Skills & Qualities	• Ability to remain calm, patient, and solution-focused under pressure. • Strong interpersonal and communication skills. • Ability to build positive relationships and earn the respect of young people. • Effective use of restorative and reflective approaches. • Good organisational and record-keeping skills. • Confidence to use initiative while following school policies. • Commitment to equality, inclusion, and the school's ethos and values.
Values	• Compassionate and fair-minded approach to supporting young people. • High expectations of conduct and effort. • Commitment to safeguarding and promoting the welfare of all students. • Team player who contributes positively to the school community. • Reflective, resilient, and open to continuous improvement.



#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



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



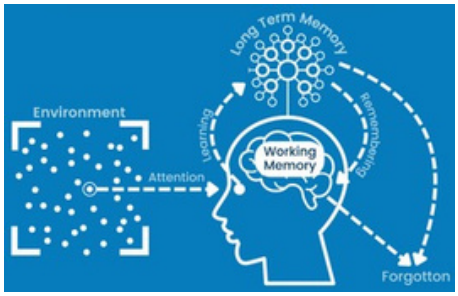
Thrives in a complex system



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.



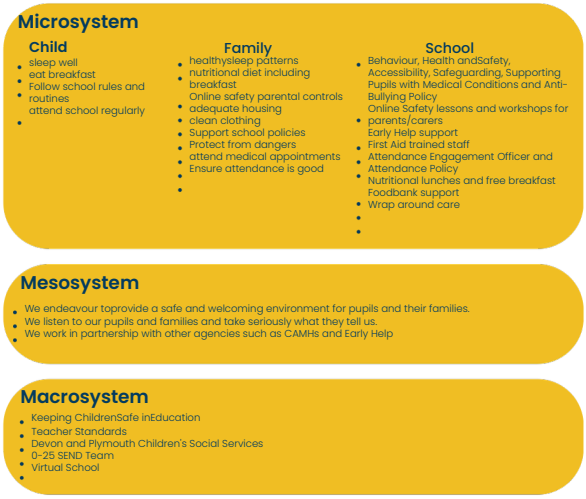


Key Concept: Every Child Succeeds



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.



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:

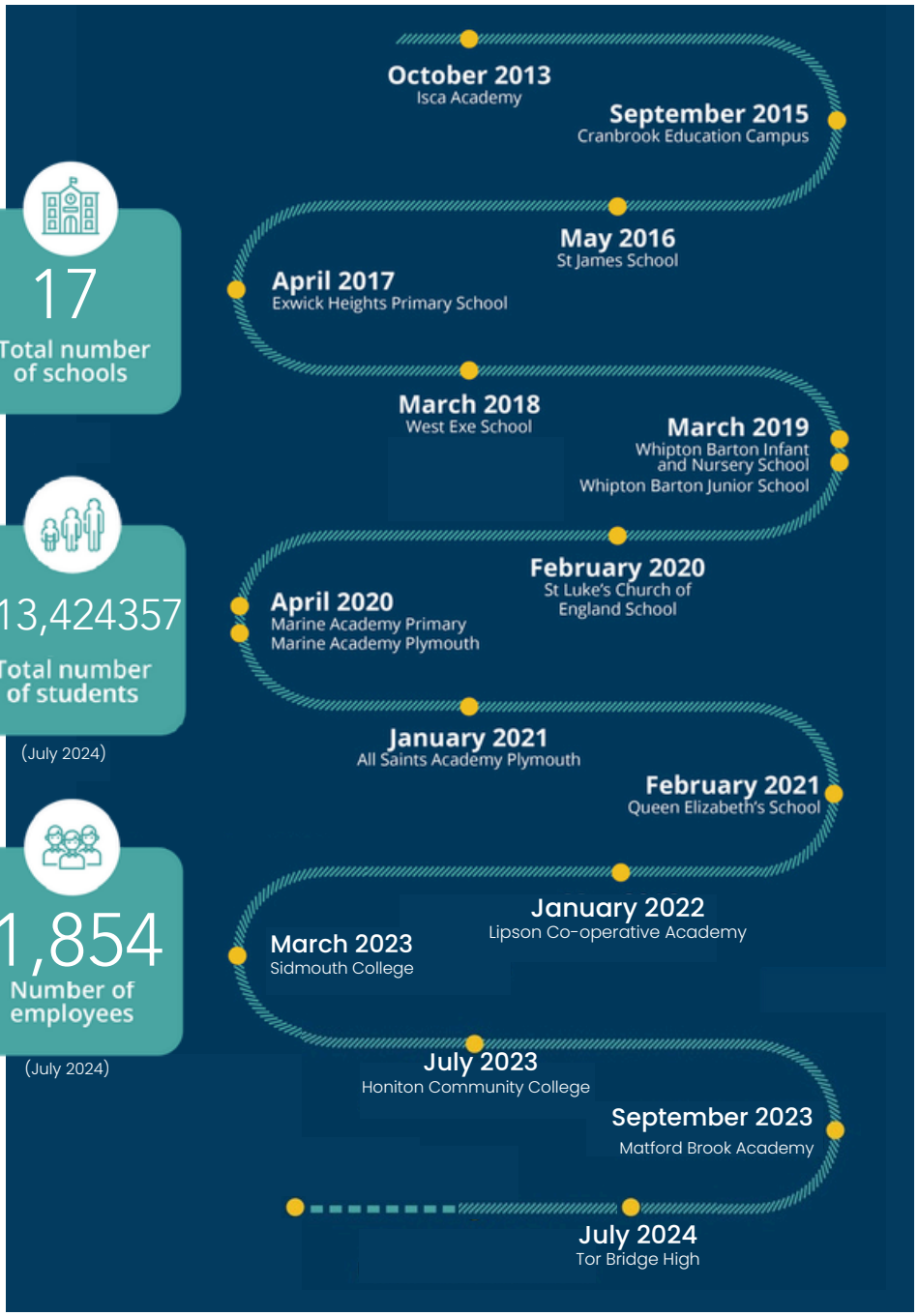
- Exceptional development and networking opportunities
- Cost of blue light cards can be claimed through expenses
- Free annual flu jab, eye test and allowance for glasses
- Exclusive discounts, cashback and vouchers
- Free, confidential employee helpline. Available 24-7 through Health Assured
- Access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



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.



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Thank you for your interest in working with us!

