

Isca Academy

Behaviour Lead



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, We **celebrate** their **SUCCESS**, We **care** about our **COMMUNITY** and have **AMBITION** for every single child.



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Key Details

Salary

Grade F - Actual Salary
£28,984.89 - £31,276.22

Location

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

Hours

Monday - Friday
Term-time only

Interviews

w/c 18th May 2026

Closing date

14th May 2026

Required from

June 2026 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 Sam Black 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



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

- Lead the day-to-day operational management of the school's behaviour and pastoral team, ensuring consistent implementation of the Behaviour Policy.
- Oversee the effective operation of the Reflection Room, ensuring students complete structured learning, standards of conduct are maintained, and parents and leaders are appropriately informed.
- Manage behaviour administration systems including accurate record keeping and the appropriate use of registration codes, including N codes.
- Provide strategic oversight of pastoral support, working with the Associate Assistant Headteacher for Behaviour, Heads of Year, and the pastoral team to identify behaviour trends and implement preventative strategies.
- Contribute to the review and development of behaviour systems and practices in partnership with the Associate Assistant Headteacher for Behaviour.
- Lead the on-call system and deploy behaviour and pastoral staff effectively to maintain a calm, orderly, and purposeful school environment.
- Support a positive start to the school day through morning systems, duties, and working with Heads of Year and senior leaders to address any emerging issues pro-actively.
- Oversee the implementation, monitoring and follow-up of restorative conversations between staff and students to support positive relationships.
- Ensure the effective organisation, escalation and follow-up of school detentions and behaviour-related interventions, including Red Cards.
- Line manage the Assistant Heads of Key Stage and Behaviour Assistant, providing professional guidance, support, and performance management.
- Supervise students within the Reflection Room, maintaining a safe, calm, and purposeful environment and ensuring high-quality work is completed.
- Provide accurate behaviour data and analysis to the Senior Leadership Team and Governors to inform interventions and strategic planning.
- Act as a positive role model for students, supporting them to make constructive choices regarding behaviour and learning.
- Support the Senior Leadership and Inclusion Teams and undertake wider school duties including morning and end-of-day supervision and detentions.
- Participate fully in professional development and carry out any other reasonable duties as directed by the Senior Leadership Team.



Person Specification

Essential / Desirable

Qualifications & Experience

- Degree level education or equivalent. • Desirable
- Experience of working in a school environment. • Essential
- Experience in using Bromcom or a similar data system • Essential
- Ability to remain calm at all times. • Essential
- Experience of working with students and young people who exhibit challenging behaviour. • Essential
- Experience of line managing other staff or teams. • Essential
- Experience of leading interventions/programmes to support positive behaviour choices with impact. • Essential

Knowledge, Skills & Understanding

- A broad interpersonal skills base to support student with behavioural and emotional needs. • Essential
- Knowledge of, and experience in, using behavioural support systems as well as a clear understanding of behaviour research and motivational practices. • Essential
- Experience of leading a team in a school or educational environment. • Essential
- Understanding of the factors that contribute to students' behaviour, development and learning. • Essential
- Be a role model and contribute to sharing high quality practice within the team. • Essential
- Show accuracy and attention to detail. • Essential
- Be competent in the use of Microsoft Office package. • Desirable
- Post holder will be required to calmly deal with students exhibiting challenging behaviour. • Essential
- Effective written and oral communication skills for liaising with the students, other staff, parents and outside agencies and professionals. • Desirable
- ICT competency to use school data systems to access student information and track student progress. • Essential
- Strong interpersonal skills are required for communicating information tactfully to school colleagues, students and parents. • Essential
- Demonstrate a clear passion for supporting young people and their families. • Essential
- Demonstrate an ability to motivate staff teams and young people. • Essential

Person Specification

Essential / Desirable

Personal & Interpersonal Qualities

- Have excellent time keeping.
 - Work to clear timescales and deadlines.
 - Have a good sense of humour and resilience when facing difficult situations.
 - Have excellent communication skills, both verbal and written, with a diverse range of people/stakeholders of various levels.
 - Show an ability to organise, plan and prioritise time effectively.
 - Be flexible and adaptable as and when needed.
 - This post is subject to an enhanced DBS disclosure.
 - This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.
- Essential
 - Essential
 - Essential
 - Essential
 - Essential
 - Essential
 - Essential
 - Essential



#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

Love coming to work



Experience high quality development



Inspire others



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 Domain-Specific

Create new habits Create new habits



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:



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.
cyclescheme.co.uk



Up to 2 days paid emergency time off for dependants



Generous public sector pension schemes for all staff



Timetabled instructional coaching for all teachers



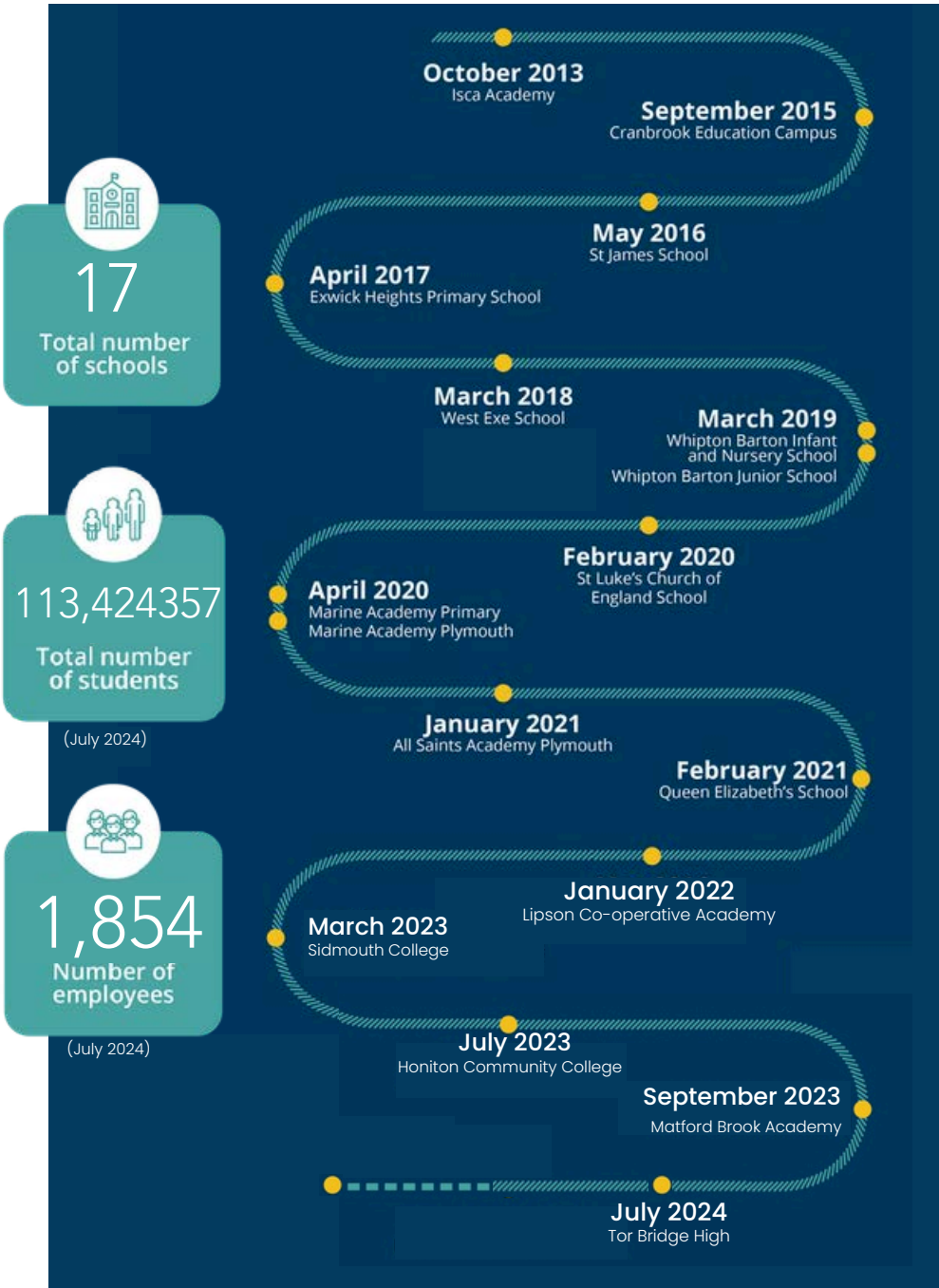
Family friendly policies and flexible working opportunities



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.



Thank you for
your interest in
working with us!

