



Part of the
Ted Wragg TRUST

Exmouth Community College

Behaviour Support Lead

Our Vision is to enable our students to **flourish** through our core values of **Belonging, Ambition** and **Responsibility**.



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Key Details

Salary

Grade D SCP 8-14
Actual Salary- £22,024.37

Location

Exmouth, Devon

Hours

Monday to Friday 8.15am – 4.00pm
(includes a daily 30 minute unpaid
break) 36.25 x 38 weeks of the year
(term time only)

Interviews

14th September 2026

Closing date

6th September 2026

Required from

October or earlier

How to apply

For an informal conversation about the position please contact the ECC Recruitment Team at Recruitment@exmouthcollege.devon.sch.uk

An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy>.

We encourage early applications, as we reserve the right to close this vacancy once a suitable candidate has been identified

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



About Exmouth Community College



BELONGING • AMBITION • RESPONSIBILITY



Exmouth Community College is in an exciting stage of its journey. As the sole Secondary school in the beautiful coastal town of Exmouth, we are rooted in our community and dedicated to giving our students a life of opportunity and fulfilment. Our Vision is to enable our students to flourish through our core values of Belonging, Ambition and Responsibility.

We have recently joined the Ted Wragg Trust. The Trust has a very strong reputation for growing great people and place professional development of staff at the heart of all that they do.

Why join Exmouth Community College?

- A culture of high expectations based on strong relationships – we are committed to ensuring that every student receives the highest quality education. We believe that nurturing relationships are key to helping young people thrive and have, therefore, worked hard to embed our 'relational approach' over the last three years. This is enabling us to 'raise the bar' for our young people.
- A place where growth is valued – teaching is complex, challenging, and ever-evolving. We know that even the best teachers can get better, which is why we prioritise professional learning. Every member of staff receives personalised coaching and regular dedicated time out of the classroom for professional development. Our staff wholeheartedly buy into the mantra that "Every teacher needs to improve ... not because they aren't good enough, but because they can be even better." – Dylan William
- Honest, collaborative, and open – We don't believe in a 'top-down' culture. Instead, we work together, modelling vulnerability and regularly sharing feedback to improve. We welcome challenge and seek out ways to refine our practice.
- Flexibility in role – We aim to support our staff in achieving a healthy work/life balance. Depending on the role, we may be able to offer a flexible full-time equivalent (FTE) arrangement by agreement.
- Part of the Ted Wragg Trust – Benefitting from stability, support, and extensive opportunities for professional development and collaboration within a network of dedicated educators.

Letter from the Headteacher



Thank you for your interest in coming to work as part of our team at Exmouth Community College. You will be joining a really friendly community of committed staff, supportive parents and brilliant young people. Still being relatively new to ECC myself, I recall very well being blown away by the warmth of the welcome that I had when I arrived and I can assure you of the same.

You will be joining the College at a really exciting time:

- We've completed a major upgrade to our site, including the £13 million Elizabeth Lee building, a new Maths and Sixth Form block, a fully refurbished Dining Facility and outdoor space, providing inspiring facilities for students.
- We've reset our School Vision and made clear strides in improving our school culture. (OFSTED 2024 – "Work has begun in earnest to put in practices to build a more sustained positive culture across the whole school. There is now positivity from staff, parents and pupils about the early impact of this work").
- We've joined the Ted Wragg Multi-Academy Trust, gaining additional support and professional opportunities for our staff.

Our focus is on delivering a high-quality curriculum and preparing students for life beyond the classroom. Staff development is a priority, and we aim to create an environment where you can thrive.

ECC has a strong sense of community, and we're committed to providing excellent education while preparing students for their future. If you're passionate about teaching and looking for a supportive environment, we'd love to hear from you.

I hope you find this information helpful, and please explore our website to learn more. Thank you for considering your application.

Warm wishes,

Tom Inman

A handwritten signature in blue ink, which appears to be 'Tom Inman', written on a light blue background.

Headteacher

Behaviour Support Lead

Job Description



Role Purpose

Working as part of the Culture and Behaviour team and under the direction of the Culture and Behaviour lead, you will make a positive difference to our students by supporting the effective management of the behaviour support rooms. This is a very important and rewarding role in helping our students meet our high standards and expectations

Key Responsibilities

- To oversee the effective organisation and running of a behaviour reset room, ensuring the standards are aligned to College expectations and that staff within the room are effectively supporting.
- To supervise and provide support for students within the Reset Room, in accordance with the expectations and culture set out by the school, ensuring students can access learning and make outstanding progress.
- To provide a nurturing environment that helps children develop as learners, facilitating a calm and purposeful environment for students who have been unable to sustain appropriate behaviour for learning in their lessons.
- To help establish and maintain positive behaviour strategies and proactively support students to improve their behaviour for learning to prepare them to re-engage with their learning.
- Liaise with Heads of Year to ensure the most vulnerable students are supported to engage in school life.
- Work closely with parents and professionals sharing strategies to support students to remain in lessons, feeding into school based plans.
- Liaise with staff to ensure there is a variety of work programmes for students to ensure their access to learning.
- Implement agreed work programmes and one-to-one support to ensure learning continues.
- Manage communication with parents and carers through use of phone, email and written formats.
- Undertake general clerical/administrative support for the department, including Reset room and detentions.
- Provide data regarding Reset room and detentions, as requested.

Behaviour Support Lead

Job Description

Key Responsibilities

- Assist with lunchtime supervision of students when required.
- To contribute to the effective working of the School.
- Maintain positive, professional relationships with students, parents / carers and teachers.
- Maintain a presence around the School to ensure that the highest standards of behaviour and site-usage are upheld.
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- Any other duties commensurate to the post.

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

Person Specification

Attributes	Essential	Desirable
Qualifications		
5 GCSE grade passes at C / 4 or above	X	
Level 3 – A Levels, Vocational or other post-compulsory qualifications	X	
Degree or equivalent		X
Experience		
Experience of working with young people, either in education or another similar setting.	X	
Experience of managing situations that may involve de-escalation.	X	
Proven success working with young people.	X	
Competent use of Microsoft Office software and/or similar tools.	X	
Knowledge of good practice in meeting the needs of young people, particularly those who may be vulnerable and/or exhibit challenging attitudes.	X	
Experience of working with young people who may find mainstream education challenging.		X
An understanding of the dynamics of working in a secondary school		X
Skills and Knowledge		
The ability to manage and motivate young people whilst ensuring the behaviour management policy is adhered to.	X	
To be an outstanding role model for children and colleagues.	X	
To embrace the 'warm strict' approach to behaviour management.	X	
Confidence to insist on high levels of compliance, but also to have empathy for young people.	X	
Strong professional interpersonal communication skills, and the ability to defuse potentially confrontational situations.	X	
Creativity to help shape the new systems in the school.		X
Strong organisational skills.		X
The ability to embrace and promote change.		X

Person Specification

Personal Qualities		
Passionate about supporting young people to exceed their potential.	X	
A strong commitment to educational inclusion and diversity.	X	
A positive, solution focused approach.	X	
Discretion.	X	
Excellent timekeeping.	X	
Resilience under pressure.	X	
A calm, team player.	X	



Thank you for your interest in working at ECC

