



TOR BRIDGE
HIGH



Curriculum Lead for English & Associate Senior Leader

TOR BRIDGE HIGH, Plymouth

Closing Date: 9am on
Thursday 2nd May 2024

Ted
Wragg TRUST



Tor Bridge High

We are a single Academy Trust with children at the heart of every aspect of our work. This is an extremely exciting time to be joining Tor Bridge High as we are about to join an ambitious and inclusive trust of schools as part of the Ted Wragg Multi Academy Trust. This collaboration aims to strengthen our community through providing the very best education for our young people, no matter what their background. Students will leave us with the skills and support they need to be the best that they can be, becoming ambitious, independent and positive members of our community.

Tor Bridge High is situated on a large site with excellent modern facilities and resources, having been rebuilt in 2012. We are a truly unique community school with close partnerships between our outstanding on-site primary school, Tor Bridge Primary; special school, Cann Bridge; and community assets such as a Estover Library and The Soundhouse Arts provision as part of our shared campus. Our School is a well-established secondary school, with a thriving sixth form. Tor Bridge High caters for up to 1,250 students and is oversubscribed; it has been oversubscribed consistently for many years and this affirmation from our community is something we are immensely proud of.

Close partnerships ensure numerous opportunities for both staff and children to collaborate, and grow great people. The aim is to secure high achievement and to maximise outcomes, aspirations and wellbeing for all children and young people in the learning community. Just as we are committed to ensuring the best for our students, so too is this true of our commitment to our colleagues. We want you to reach your full potential and enjoy the benefits of working as part of a friendly, collaborative and professional team. We actively encourage continuing professional development, and strive for a working environment which innovates and celebrates success.

In our most recent Ofsted inspection (November 2021), in which we were, once again, rated as Good in all aspects; Ofsted noted that “staff and pupils have strong relationships” and that teachers have “high expectations of our students”. What is more, leaders have “a clear vision for the school”.

Our core values of Ready, Kind and Safe set out clear expectations for students:

READY to learn: be punctual, wear correct uniform, bring correct equipment, ensure learning is disruption-free.

KIND: work as one team to support all to be successful.

SAFE: be conscious of those around us, ensuring that everyone feels confident within school and their learning.



As a potential candidate, if you are excited and passionate about being a part of the journey to be unashamedly ambitious for all learners and you share our passion for creating a culture which supports the highest of expectations, then we can offer you the chance to make a difference, and we very much look forward to receiving your application and welcoming you to Tor Bridge High.

Ted Wragg Trust



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 (TWT) 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



Advertisement

We have an exciting opportunity for an aspiring leader who is an ambitious and innovative Middle Leader to join our School to lead the English curriculum area and work as an associate member of our Senior Leadership Team.

Your passion, charisma and enthusiasm for English will be central to you inspiring and motivating both staff and students to enjoy and achieve in English, and to build upon its existing popularity. We seek a committed individual with specialist knowledge to develop our curriculum and to promote and embed high quality classroom practice, as well as a leader with the interpersonal skills to influence and develop colleagues to deliver excellent outcomes for every student.

Job Purpose:

To lead and manage the English Department with ambition and vision, securing the highest standards in English and Literacy across Key Stages 3 to 5, under the direction of the Headteacher, through the Deputy Headteacher.

To implement an outstanding and ambitious English curriculum that delivers excellent outcomes and offers students a broad and diverse curriculum experience, which meets the needs of all students. To ensure that the teaching of English and Literacy is inspiring, engaging and personalised so that all students achieve their potential.

In addition to those professional responsibilities which are common to all teachers in the School, the post holder's key accountability will be working with colleagues, as appropriate, to raise standards of achievement and attainment for all students, ensuring the achievement of consistently outstanding teaching, learning and assessment in English.

If you:

- are a talented classroom practitioner with a proven record of success and impact in delivering successful outcomes in English;
- have a clear vision for what an excellent English curriculum should look like;
- are innovative, hardworking and an excellent practitioner with a passion for making a difference to students' lives through improving Literacy and outcomes in English;
- have proven success in raising achievement through your leadership;
- are an excellent team player looking to lead a highly motivated team of specialist English teachers who are determined to achieve the very best outcomes;
- have strong leadership and management skills, ensuring high quality performance of others;
- have the ability to motivate and inspire the team, and develop others;
- are keen to join a school where you will be supported and encouraged to grow and flourish professionally as a future leader;
- are outward looking, collaborative and eager to explore excellence and proven strategies to support continuous improvement;

then we would be delighted to hear from you.

All applicants must be able to provide evidence of their Right to Work in the UK prior to commencement of employment. As part of our need to comply with UK immigration rules, you will be required to provide Home Office stipulated documentation prior to interview.

Key Details

Job title: Curriculum Leader for English & Associate Senior Leader
Location: Tor Bridge High, Miller Way, Plymouth
Salary: Leadership Scale - Points 2-6

Closing date: 9am on Thursday 2nd May 2024

Interviews: Thursday 9th May 2024

Required from: September 2024

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.



How to apply

If you would like an informal conversation about this role please contact Human Resources at TBH-HR@torbridge.net

Please select the application form below and email it to: TBH-HR@torbridge.net

Click [here](#) for the Teaching Staff application form





Job Description

Leadership:

- To champion the School's vision and ethos through the work of the English Department.
- To develop and implement an outstanding and ambitious curriculum that meets the needs of all students.
- To work alongside the Assistant Headteacher for Teaching & Learning to develop a coherent whole school plan of disciplinary literacy.
- To be a role model for high quality teaching and learning, as well as the standards of professionalism and conduct expected from staff at the School.
- To ensure that the teaching of English and Literacy is inspiring, innovative, engaging and personalised.
- To identify key professional development needs and plan high impact CPD for the English Department so that all colleagues continue to deliver and improve in their pedagogical practice and delivery.
- To ensure all students achieve success.
- To review teaching and learning, monitoring the progress of all students including those identified as SEND and the highest attaining students.
- To drive department improvement, which contributes positively to the achievement of the School improvement plan and actively involves all subject teachers in its directions and implementation.
- To engage all staff in the English team in the creation and consistent implementation of schemes of learning.
- To effectively manage the human resources at the English Department's disposal, including both teaching and support staff.
- To provide regular feedback to all subject colleagues in a way that recognises best practice and supports their progress.
- To be responsible for setting and maintaining high standards of student behaviour for learning within the team, including supporting staff during lessons, when appropriate, in line with the School's Relationships and Behaviour for Learning Policy.
- To play a major role as a Middle Leader in the development of all aspects of the School, including its policies and their implementation.
- To identify and applaud areas of success for individual staff and the English Department.
- The post holder will be responsible for the induction of new staff in the department.

Team Development:

- To develop departmental policies, plans, targets and practices within the framework of the whole school priorities.
- To devise, implement and review a departmental improvement plan, to improve the quality of teaching, learning and outcomes in line with the School's Improvement Plan.
- To review the curriculum, specifications and exam board entries to ensure that all students' needs continue to be met.
- To monitor the day-to-day use of the departmental work area to ensure appropriate use of spaces and resources.
- To plan and deliver a range of enrichment opportunities to broaden and enrich the learning experience of students in English.
- To ensure that the subject CPD that is planned and implemented reflects the highest leverage actions required for the team.

Resources:

- To take responsibility for the effective and prudent management of resources for the English Department, consistent with appropriate processes and procedures.
- To work with support staff to manage the curriculum team stock, teaching resources and finances efficiently, and to obtain best value for money.
- To work with support staff to update the curriculum team inventory of equipment in line with the School's Finance Policy.
- To carry out stock disposal in accordance with the School's Finance Policy.
- To store resources in such a way as to enable quick and easy access by all relevant staff (and students where appropriate).

Communication:

- To prepare and attend regular line manager meetings with your SLT link.
- To communicate a well-planned literacy strategy alongside the Assistant Headteacher for Teaching & Learning.
- To join SLT as required as an Associate Senior Leader.
- To meet weekly with the Head of School for professional support and to plan and review the English Department's Improvement Plan, evaluate student progress and the quality of teaching and learning within English.
- To ensure that student achievement information is shared with colleagues within and beyond the English Department to secure student progress.
- To plan and co-ordinate departmental meetings and CPD, communicating clear agendas and outcomes. Chairing Departmental Raising Achievement meetings and overseeing all Moderation and Standardisation sessions throughout the team.
- To oversee and monitor the accuracy of exam entries and dates, and to work effectively with the Examinations Officer.
- To liaise with the Deputy Headteacher for Curriculum on staffing vacancies and staffing needs to meet the requirements of the curriculum through effective timetabling.
- To act as the initial person for others to contact regarding all issues relating to the English curriculum team.
- To liaise with colleagues to provide a smooth transition between schools and phases for all students.
- To liaise with other Curriculum Team Leaders in order to develop integrated schemes of learning, e.g. SEND, PSHE etc.
- To inform staff about new developments and ideas related to the English Department.
- To co-operate with the Health and Safety management and inspection process.
- To manage the provision of information to parent/carers and other staff about curricular choices, and choice of teaching groups for individual students and groups of students.
- To provide helpful and accurate responses to parent/carer enquiries.
- To undertake such other duties that may be required at the request of the Headteacher and SLT.

Professional Learning:

- To personally keep up to date with developments and new ideas related to the English Department and to organise in-house training for the department staff (teaching and support) as appropriate.
- To have day-to-day responsibility for the monitoring, support and assessment of trainee (ITT), Early Career Teachers (ECT) and Schools Direct placements.
- To identify development opportunities for staff within the department and through external agencies or courses, mentoring or coaching.
- To encourage action research projects which evaluate the impact of initiatives on teachers' practice or students' learning.
- To delegate tasks in a way which maximises the use of available talent, experience and enthusiasm, and provides development opportunities for all staff.
- To support team members undertaking significant career transitions through a structured and sustained mentoring programme.
- To provide, as required, specialist coaching to enable the development of specific aspects of professional learners' practice across the department.
- To use the Performance Management cycle to assist in enhancing the professional development aspirations of colleagues.

Person Specification

Qualifications	Essential	Desirable
Good Hons. Degree	●	
Qualified Teacher Status	●	
Willingness to undertake further CPD	●	
Relevant Post Graduate Studies (unless 1 st degree is B Ed)		●
Experience		
Proven ability to teach to A level English	●	
Understanding of Exam Board specifications	●	
Excellent classroom practitioner	●	
Proven ability to teach with a proven record of accomplishment for accelerated progress	●	
Significant TLR/Leadership experience		●
Skills and Knowledge		
Excellent behaviour management skills	●	
Good ICT skills	●	
Ability to self-evaluate to inform improved outcomes	●	
Ability and desire to make a significant contribution to the School as a whole	●	
An aptitude to embrace good practice in other areas both inside and outside the school.	●	
Excellent subject knowledge	●	
Understanding and application of performance data and assessment for learning objectives	●	
Awareness of wider educational contemporary issues	●	
Personal		
Have a willingness to extend skills through appropriate training and leadership development.	●	
A willingness to lead and contribute to the development of extra-curricular activities	●	
A passion and desire to drive things forward	●	
The confidence to take risks and do things differently	●	
Commitment to working within the School's Safeguarding Policy and Procedures	●	
Commitment to high standards and expectations	●	
High levels of professional integrity	●	
Flexibility to undertake any role within the department	●	

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, and where applicable, a prohibition from teaching check will be completed for all applicants.

Why work at Tor Bridge High?

Relationships & Culture

Building a positive culture underpins any successful school and we, therefore, work hard as a team to create a culture rooted in mutual respect, in which teachers can teach and students can learn. We believe that students should be Ready, Kind and Safe for learning and our Ten Habits of Excellence are explicitly taught through our pastoral curriculum.

At Tor Bridge High, we pride ourselves on setting the highest of standards for our students and we uphold these through positive relationships that are built on trust, kindness and safety. Staff are supported through a consistent and centralised behaviour system underpinned by a dedicated pastoral team.

Continuing Professional Development

At both Tor Bridge High and the Ted Wragg Trust, we invest in our staff as part of our Trust's 'Grow Great People' strategy. We are committed to growing you into the best leader possible and believe that staff development is fundamental to building a highly ambitious and aspirational school. Moreover, we are proud to have a staff body who have high expectations for themselves and who model these to our students in order to create the same culture at all levels.

Staff are the most valuable asset within a school, thus, our second-to-none commitment to coaching encompasses both 'instructional coaching' for teaching and 'leadership coaching' to foster the development of our teams and the continuous improvement of our staff. At Tor Bridge High, there is a culture of feedback with an emphasis on self-reflection and impact. All staff receive personalised instructional coaching every two weeks.

We want to create dynamic and innovative teams where staff are learning collaboratively from one another; we encourage staff to seek these opportunities both internally and externally and to deliberately incorporate evidence-informed practice into their teaching to improve our School performance.

Curriculum & worklife balance

We believe passionately that every student will succeed through an ambitious, broad and balanced curriculum that meets the needs of all students and through highly skilled adaptive teaching. Our curriculum is driven by academic rigour and powerful knowledge that prepares students for the rigours of future study and work. What is more, we are committed to celebrating diversity and inclusivity through our curriculum.

We have a centralised curriculum, collaborating across departments and other schools to both share resources and to avoid duplication and unnecessary work at all levels. We provide our curriculum teams with the autonomy to decide the very best curriculum to enable our learners to thrive and flourish. The centralised curriculum ensures that all students have an equity of experience and ensures that teachers are not burdened by daily planning; instead they can focus on adaptive teaching and meeting the needs of all learners.

Community, Personal Development & Enrichment

Tor Bridge High is the heart of the community and therefore, we take pride in our responsibility to serving our local families through strengthening family and community engagement, and helping the community to access services and additional resources. We understand the social and economic challenges faced by the community and the impact these can have on our students and their families, and we believe that we have an important role to play in tackling inequality by working in close partnership with families and the wider community.

Education is not simply a collection of grades obtained at the end of examinations; education is about holistic growth and cultural development. We aim to accelerate the personal growth of all students by providing them access to a range of experiences that may not otherwise be available to them. This includes trips to theatres, galleries and concerts; residential trips that develop character; sporting opportunities; charity expeditions abroad and so much more. Further growing the breadth of extra-curricular activities is important to fulfilling our vision to ensure that every single child has access to culturally rich experiences.



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.

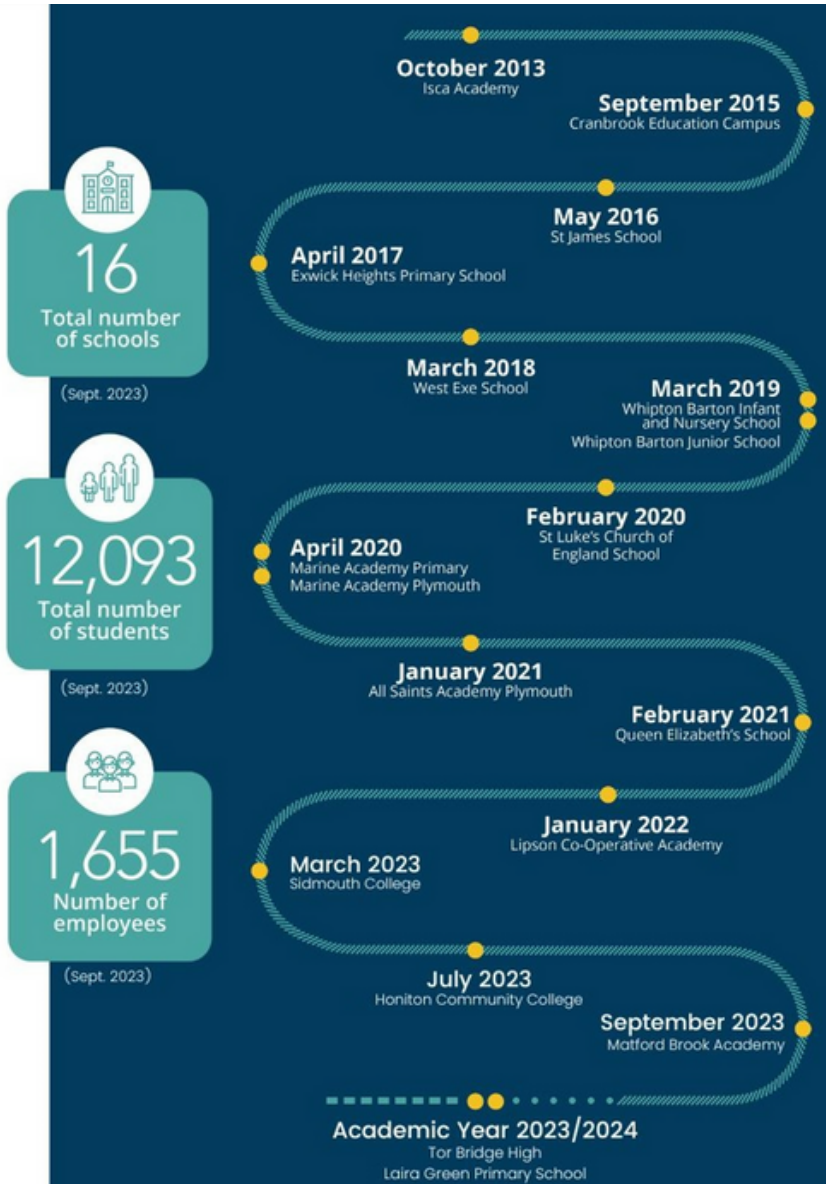


In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity 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.



Colyton Grammar





Recruitment Pack

Thank you for your interest!

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