



Part of the
**Ted
Wragg** TRUST

Tor Bridge High

Associate Senior Leader

Curriculum Lead for English

“This may be the most remarkable 12-month transformation I have yet seen in a school ”

Trust Review December 2024



TABLE OF CONTENTS

• Key details	1
• How to apply	1
• About Tor Bridge High	2
• Why work at Tor Bridge High?	3
• A warm welcome from our CEO	4
• Job Description	5
• Person Specification	7
• #lifeattedwragg	8
• The Ted Wragg Institute	9
• Our Ted Wragg Standard	10
• Our benefits	11
• Our Trust journey	12



Key Details

Salary Leadership Scale (5-9)

Location Tor Bridge High

Hours FTE 1.0

Interviews To be confirmed

Closing date 24th March 2025

Required from September 2025

Our Mission:

To transform lives and strengthen our communities to make the world a better place.

Through our Values:

Courage ~ Love ~ Ambition

How to apply

For an informal conversation about the position please contact Human Resource at: TBH-HR@torbridge.net or call reception on 01752 207907

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



About Tor Bridge High



Thank you for your interest in joining Tor Bridge High at this exciting time in our journey. As the most improved school in Plymouth, we are building something special –rooted in our values of Courage, Love, and Ambition.

Tor Bridge High is an outstanding 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; alongside Plymbridge nursery, which a number of staff use. Our School is a well-established secondary school, with a thriving sixth form. We have 1,170 keen learners and a thriving community which includes everything from our on -site Estover library, Patriots Basketball team, the Soundhouse Arts provision and our Sports Community Hub. We have been oversubscribed consistently for many years and value our community links.

We are looking for an exceptional Associate Senior Leader and Curriculum Lead for English to be part of our growing great people strategy. This is an opportunity to shape the future of English at our school, driving excellence and fostering a love of learning. We need someone with the highest expectations for our students, staff, and curriculum—someone who combines rigour with warmth, ensuring that every student feels a true sense of belonging.

If you are unashamedly ambitious for our learners, passionate, and ready to make a real impact, we would love to hear from you.

Join us, and together, we will continue to transform lives, strengthen our community and make the world a better place



Joining Team Tor Bridge!

Do you show **COURAGE** in every action you choose?

Do you **LOVE** inspiring people?

Are you **AMBITIOUS** about your career?

If **YES**, Team Tor Bridge is the place for you!

Here at Tor Bridge High our staff and students are driven each and everyday by our mission of making the world a better place

To achieve this we insist on:

Relationships & Culture

- Always people first
- Connections
- Belonging

Worklife balance

- Centralised curriculum
- Enrichment activities
- Teacher friendly assessment

Growing Great People

- 1-1 coaching
- Trust Wide CPD Offer
- Powerful Networks

Passion & Energy

- Love coming to work
- Celebrate achievements
- Spread joy

Are you ready to transform lives, to join an outstanding team and be the very best leader? **Your journey starts here.**

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**.

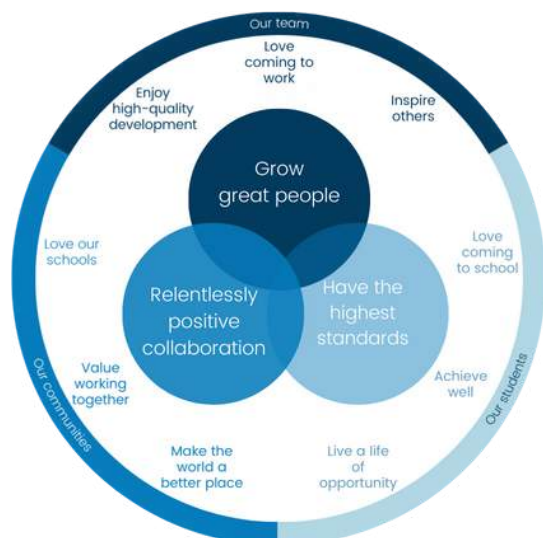
Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow our Headteachers**.

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

Associate Senior Leader:

As Associate Senior Leader and Curriculum Lead for English, you will play a pivotal role in shaping both the strategic direction of English and the wider school improvement journey at Tor Bridge High. This is more than a leadership role—it's an opportunity to develop as a senior leader, gaining the experience, skills, and vision needed for future progression. We are committed to investing in the right person—someone with the highest expectations, a passion for curriculum excellence, and the ability to inspire students and colleagues alike.

As part of our dynamic and ambitious team, you will help drive meaningful change while embodying our values of Courage, Love, and Ambition to create a school where every student thrives.

SLT:

Drive Curriculum Excellence:

- Lead the strategic development of the English curriculum, ensuring high-quality teaching and learning that raises standards and fosters a love for the subject.

Raise Achievement & Standards:

- Use data-driven strategies to close gaps, improve outcomes, and ensure all students, regardless of background, reach their full potential in English.

Develop & Inspire Staff:

- Coach, mentor, and support teachers to deliver consistently high-quality lessons, promoting a culture of collaboration, innovation, and professional growth.

Contribute to Whole-School Improvement:

- Play an active role in the senior leadership team, shaping and delivering key school improvement priorities beyond English, in line with the school's vision and values.

Leadership:

- To champion the School's vision and ethos through the work of the English Department and whole school.
- To develop and implement an outstanding and ambitious curriculum that meets the needs of all students.
- To work alongside the Q of E Deputy 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, DS 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, teaching and support staff.
- To provide regular feedback in a way that recognises best practice and supports improvement and 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 Policy.
- To celebrate 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 linked to 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 progress of all students
- 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 opportunities of our students.
- 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.
- 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 liaise 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 inspirational and relevant CPD for the English team (teaching and support).
- 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.
- To delegate tasks in a way which maximises the use of staff skills, experience and enthusiasm.
- To mentor and support the team.
- To provide, as required, specialist coaching to enable 'Growing Great People'
- To use 'Planning for Success' 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.

#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

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at www.tedwraggtrust.co.uk/workwithus



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.

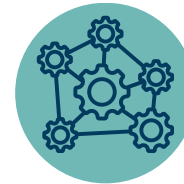
Key Concept: Leadership



We believe that great leadership:



Fiercely educates



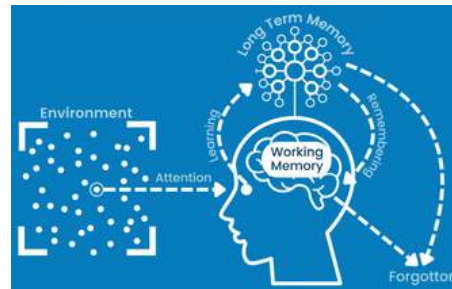
Thrives in a complex system



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.

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:

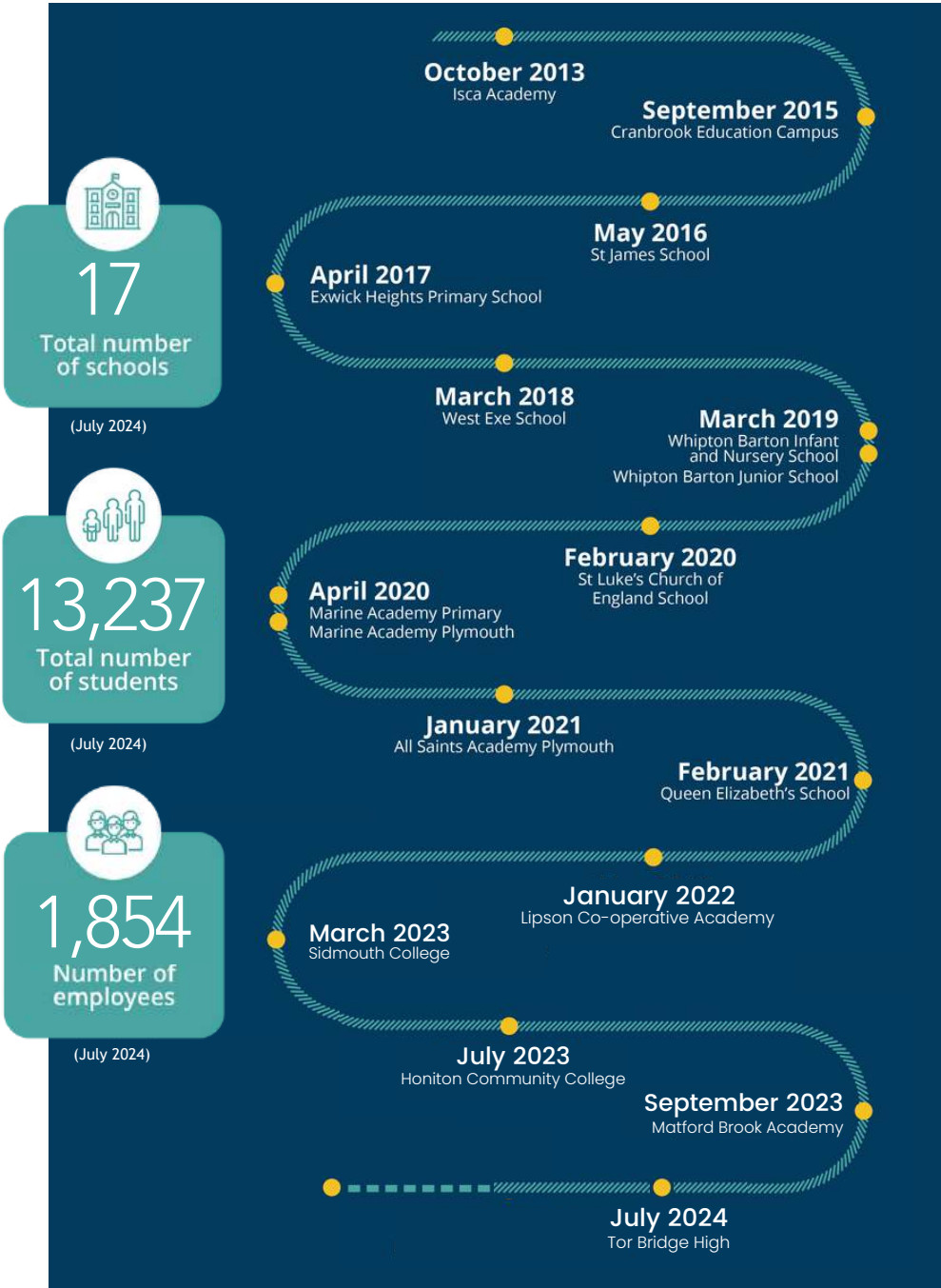
 <p>Exceptional development and networking opportunities</p>	 <p>Cost of blue light cards can be claimed through expenses</p>
 <p>Free annual flu jab, eye test and allowance for glasses</p>	 <p>Exclusive discounts, cashback and vouchers</p>
 <p>Free, confidential employee helpline. Available 24-7 through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



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 for
us!



