ISCA ACADEMY
EXCELLENCE THROUGH HABIT

Part of the Ted Wragg TRUST

Isca Academy

Head of Department English

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 MPS/UPS + TLR1b

Hours Monday - Friday
Term-time only

Closing date Friday 20th March 2026

Extras Relocation Package Available

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

Interviews W/C 23rd March 2026

Required from 20th April 2026 or 3rd September 2026

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 Harriet Smith 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

Conditions	• As defined in the School Teachers Conditions of Service Document and Academy policy documents. • The post holder will lead and manage a team staff within the English Department and will be supported through line management.
Key Purpose	• To provide professional and effective leadership and management for the English teachers within the department, in order to secure maximum student achievement and outcomes within the context of the Academy overall aims and priorities.
Objectives	• To promote and provide a clear direction for the English team, within the context of the Academy vision in order to contribute to whole school improvement. • To promote high standards in English teaching in order to ensure all students achieve their potential and at least national outcomes in English. • To promote positive attitudes to learning in English lessons and activities so that students are equipped and able to access all subjects across the Academy. • To ensure there is a consistency of practice within the English team with regards to Academy policies and procedures, maintaining high expectations of all students in terms of academic success and behaviour. • To develop (in partnership with other Trust Schools) an ambitious, challenging and high quality curriculum, assessment plan and pedagogical approaches so that English teaching continues to develop and improve, maximising student outcomes year on year. • To lead on whole school areas of responsibility as designated by the Headteacher.
Main Areas of Responsibility	• Improving the quality of teaching and learning • Leading and enhancing the teaching practice of others • Leading, developing and enhancing a subject or curriculum area • Monitoring the standards of teaching and learning and student outcomes across all English lessons, and plan for improvement as required. • Undertake regular self-evaluation of the work of the department and the impact on student outcomes, in line with the Academy self-evaluation policy. • Setting a clear direction for English within the context of the Academy vision and goals, creating and implementing a subject development plan which involves all subject teachers. • Supporting and developing the English team, providing regular constructive feedback in a way which recognises good practice and supports progress against appraisal objectives. • Acting as a positive role model for the English team so that staff have a clear understanding of good professional conduct. • Maintaining an ethos of high achievement and positive attitudes towards English amongst staff and students, to maximise achievement.

Main Areas of Responsibility	• Actively engaging the English team in effective planning, development and delivery of the English curriculum. • Organisation and provision of resources and allocation of staff to groups, so that resources are used efficiently and effectively. • Overseeing and evaluating subject budget allocations to ensure spending is in line with learning priorities and best value principles. • Effective communication within the Academy and to key stakeholders with regards to English, to ensure confidence in the Academy and the subject area. • Ensuring high standards of health and safety within the department. demonstrating an understanding and a commitment to safeguarding students. • Promote equality of opportunity and aspiration so that all students achieve their potential.
Key Tasks	• English teaching across all years. • Ensure the curriculum is well structured, challenging and ambitious, to ensure progression and to maximise the achievement of all students. • Ensure the quality of teaching across the team meets the needs of all students, and encompasses strategies to engage students with a range of learning needs. • Monitor the quality and impact of teaching and learning within English through regular quality assurance activities. Plan and implement improvements as appropriate. • Monitor student progress in English against internal, local and national targets, planning support as appropriate for both students and staff. • Plan and implement the developments required in English within the context of the overall Academy improvement plan. • Ensure a programme of educational enhancement is delivered by the department, as appropriate. • Ensure effective and timely scheduled meetings with the English team, both as a group and on a 1:1 basis as required. • Attend and positively contribute to Team Leaders' meetings as well as the Academy Leadership Team Strategic Meetings, as appropriate. • Order and allocate English resources and manage the English budget. • Oversee the deployment of staff in English and advise on the recruitment of English staff when required. • Support the professional development of English staff through the Academy Appraisal processes, and other support strategies. • Ensure efficient management of technical staff support (where required). • Ensure Academy policies are consistently adhered to by the English team. • Other general professional duties under the reasonable direction of the Headteacher.

Person Specification

		Essential / Desirable
Qualifications & Experience	• Qualified teacher status.	• Essential
	• Educated to degree level – in the specialist area of English.	• Essential
	• Further qualifications relevant to the role such as NPQML or NPQSL	• Desirable
	• Masters Level Study	• Desirable
	• Experience of teaching in a state comprehensive school.	• Essential
	• Experience in planning and teaching English Language and Literature 11-16.	• Essential
	• Experience of contributing to and delivering strategies to raise progress and achievement across English, including assessment for learning and creative pedagogies.	• Essential
	• Experience of monitoring and evaluating performance and of using data to inform school improvement and ultimately student outcomes.	• Essential
	• Delivering whole school CPD	• Desirable
	• Delivering Subject Specific CPD	• Desirable
	• Exam marking	• Desirable
	• Experience of teaching English Literature / Language at A Level	• Desirable
Skills	• A gifted teacher with the ability to teach English Literature and Language in an exciting and engaging manner.	• Essential
	• Excellent planning skills.	• Essential
	• Excellent inter-personal skills.	• Essential
	• Proven ability to sustain positive relationships with staff, students and parents.	• Essential
	• Thorough grasp of data, including analysing data and using this effectively to improve student outcomes.	• Essential
	• Excellent ICT skills to support teaching and learning.	• Essential
	• Excellent organisation, prioritisation and time management skills	• Essential
	• Meets all relevant national teaching standards.	• Essential
	• Good understanding of the National Curriculum and GCSE assessment requirements in English Literature and Language.	• Essential
	• Ability to plan high achieving Schemes of Learning to challenge and inspire young people in English.	• Essential
	• Strategic thinking.	• Essential
	• A gifted leader.	• Desirable
	• The ability to consider, plan and deliver strategic goals.	• Desirable

Person Specification

		Essential / Desirable
Qualities	• Excellent communicator and team player.	• Essential
	• Energetic and committed.	• Essential
	• Ability to work under pressure.	• Essential
	• High level of integrity.	• Essential
	• Positive role model.	• Essential
	• Commitment to education as a tool for improving the life chances of children.	• Essential
	• Proven commitment to a safe school culture.	• Essential
	• Commitment to an inclusive and child-centred approach to education.	• Essential
	• Keen to develop further by full participation in CPD, often leading CPD for others.	• Desirable
	• Ambition for future leadership development to Assistant Headteacher and beyond.	• Desirable

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#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
- PUREGYM Up to 10% off all Pure Gyms
- cyclescheme.co.uk 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!