

# Isca Academy

## Lead Practitioner 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.



# TABLE OF CONTENTS

• Key Details	1
• How to Apply	2
• About Isca Academy	3
• A Warm Welcome from our CEO	4
• Job Description	5
• Person Specification	6
• #lifeattedwragg	7
• The Ted Wragg Institute	8
• Our Ted Wragg Standard	9
• Our Benefits Our Trust	10
• Journey	11
	12



# Key Details

## Salary

L1 - L4

## Location

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

## Hours

Monday - Friday  
Term-time only

## Interviews

7th May 2026

## Closing date

4th May 2026

## Required from

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](mailto: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 of the role

- To model exceptionally high-quality teaching and learning and contribute to whole-school pedagogical excellence.
- To lead on the development and implementation of high-impact teaching, curriculum and assessment practices within English and across the wider school.
- To coach, mentor and develop colleagues to improve the quality of teaching and secure strong outcomes for all students.
- To support the Head of English through delegated leadership responsibilities that contribute to the effective running of the department.
- To consistently pursue excellence by improving standards and outcomes for all students, with a particular emphasis on achievement and outcomes in English.

## Key Duties & Responsibilities

### 1. Exemplary Teaching & Professional Practice

- Teach English across the age and ability range in a manner that inspires, challenges and motivates all students.
- Model outstanding practice through high-quality planning, delivery and assessment, setting clear and ambitious expectations for all learners.
- Keep up to date with subject knowledge, educational research and pedagogy, ensuring practice remains innovative, evidence-informed and aligned with whole-school priorities.
- Ensure curriculum delivery is coherent, engaging, and aligned with national curriculum requirements.
- To provide opportunities of high quality intervention, where necessary and appropriate, for students within the English team, to support outcomes.

### 2. Teaching & Learning Leadership (Lead Practitioner Responsibilities)

- Act as a highly visible, expert practitioner, supporting the development of teaching quality across the school.
- Provide structured instructional coaching and developmental feedback to colleagues, including modelling, team-teaching and lesson study.
- Lead and design high-quality CPD sessions for English staff and whole-school audiences, ensuring training is research-informed and practical.
- Lead or support teaching & learning projects, contributing to pedagogical research and sharing evidence-based strategies.
- Advise staff on effective teaching strategies for disadvantaged students, SEND learners and those with additional needs.
- Support colleagues with the effective use of assessment for learning, modelling best practice in feedback and responsive teaching.

### 3. Curriculum, Assessment & Quality Assurance

- Collaborate with the Head of English to refine and enhance the structure, sequencing and delivery of the English curriculum.
- Support the development of high-quality curriculum resources, including exemplar materials, assessments and knowledge organisers.
- Lead or support departmental quality assurance through lesson visits, book looks, planning reviews and analysis of student work.

- Monitor and analyse assessment outcomes for allocated groups or year teams, ensuring data informs teaching and curriculum adjustments.
- Advise on and support moderation and standardisation processes across the department.

#### **4. Departmental Leadership (Delegated by Head of English)**

- These responsibilities are held at the discretion of the Head of English to maintain flexibility and clarity of line management.
- Provide leadership for delegated year groups, units, or curriculum strands (e.g., KS3 writing, GCSE Literature, reading strategy).
- Act as the primary point of contact for parents and carers for those delegated groups.
- Support the coordination and delivery of department-wide initiatives such as reading programmes, revision strategies, intervention plans or enrichment opportunities.
- Deputise for the Head of English during absence or when required, including supporting departmental meetings, strategic planning and communication.

#### **5. Coaching, Mentoring & Staff Development**

- Mentor trainee teachers, early career teachers and colleagues new to the school, ensuring their development is well supported.
- Deliver bespoke professional development activities, including coaching cycles, drop-in clinics, collaborative planning and micro-CPD.
- Support colleagues in understanding school, local and national data to inform teaching decisions and planning.
- Promote collaborative working by modelling strong teamwork and supporting others in cultivating positive professional relationships.

#### **6. Wider School Contribution**

- Work as part of the whole-school Teaching & Learning team to support strategic improvement priorities.
- Contribute to the development of whole-school policies and ensure they are effectively implemented within English.
- Contribute to and support the consistent implementation of a rigorous and impactful literacy policy.
- Support outreach work or collaboration with other schools in the Trust where appropriate.
- Promote high expectations for behaviour, routines and culture, modelling the school's values in all interactions.

#### **7. Professional Responsibilities**

- Maintain the highest standards of professionalism and uphold all aspects of the Teachers' Standards.
- Participate fully in appraisal, quality assurance and CPD programmes.
- Engage positively with parents, carers and external stakeholders.
- Contribute to the wider life of the school, including tutor responsibilities, student events, clubs and enrichment.
- Undertake break/lunch/after-school duties as required and ensure the safety and welfare of students at all times.
- Carry out other duties as reasonably requested by the Headteacher.

**This Job Description is subject to review, by consultation, to reflect or anticipate changes in the post.**

All Staff Should

# Person Specification

## Essential / Desirable

### Experience

- Teaching experience in a state comprehensive school • Essential
- Experience in planning and teaching English at KS3 and KS4 • Essential
- Experience of analysing pupil data to inform planning, leading to excellent student progress • Essential
- Experience of developing others' practice as a coach/mentor • Essential
- Experience of contributing to and delivering strategies to raise achievement across English. • Desirable

### Qualifications & Training

- Qualified teacher status • Essential
- Educated to degree level • Essential
- Further qualifications relevant to the role • Desirable

### Skills

- Highly effective classroom practitioner (teacher) • Essential
- A desire to teach English in an exciting and engaging manner • Essential
- Good planning skills • Essential
- Ability to sustain positive relationships with staff, students and parents • Essential
- Good ICT skills to support teaching • Essential
- Good organisation and time management skills • Essential
- Meets all relevant national teaching standards • Essential
- Good understanding of the National Curriculum and assessment requirements in English at GCSE Level • Essential
- A gifted manager of student behaviour and learning • Essential
- Able to analyse data effectively to inform planning • 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



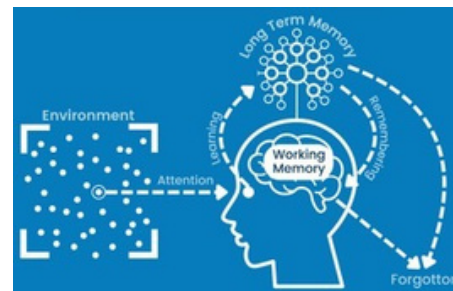
Thrives in a complex system



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:

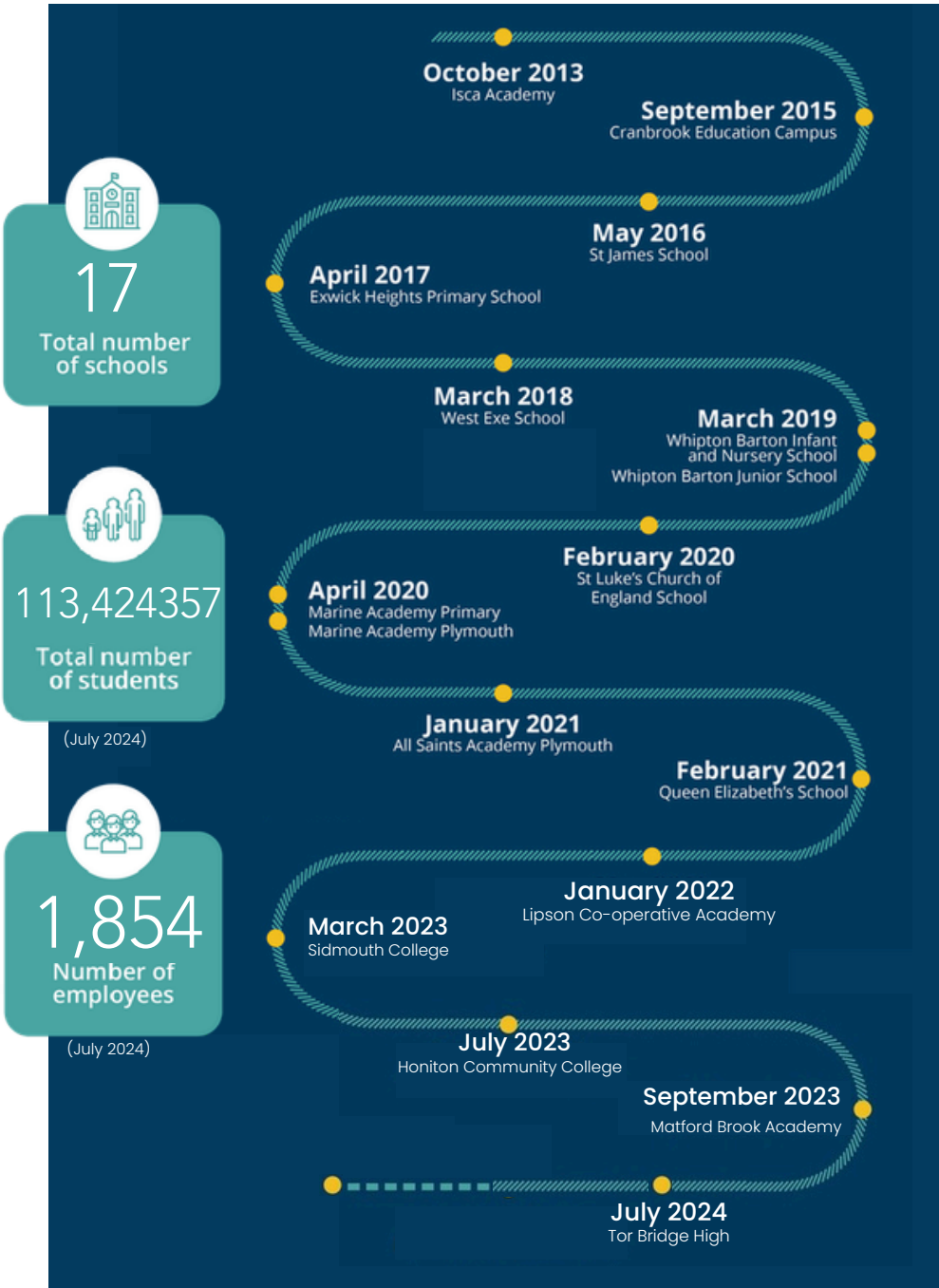
 <p>Exceptional development and networking opportunities</p>	 <p>Cost of blue light cards can be claimed through expenses</p>
 <p>Free annual flu jab, eye test and allowance for glasses</p>	 <p>Exclusive discounts, cashback and vouchers</p>
 <p>Free, confidential employee helpline. Available 24-7 through 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. <a href="http://cyclescheme.co.uk">cyclescheme.co.uk</a></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 with us!

