

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.



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Key Details

Salary

L1 - L4

Location

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

Hours

Monday - Friday
Term-time only

Interviews

Friday 12th December

Closing date

Sunday 7th December

Required from

Monday 20th April 2025

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



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 Duties & Accountabilities

- To effectively implement our coaching programme.
- Teach English across the age and ability range in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
- To develop, implement and evaluate policies and practice that will underpin and drive school improvement and to promote collective responsibility for implementation of policies.
- To provide practical support for teachers that enables them to improve their teaching skills resulting in a positive impact on pupil progress by being an exemplary coach who models best practice that enables colleagues to develop their teaching skills resulting in a positive impact on pupil progress and attainment.
- To keep up to date with subject knowledge and to ensure that English is in line with and covers the National Curriculum and that teaching and learning in that subject is innovative, engaging and relevant to the needs of the pupils, typical activities will normally include:
 1. Modelling aspirational teaching, team teaching, observing lessons and advising teachers how to improve the quality of their teaching;
 2. To plan and implement high quality curriculum within the English Department along with English leaders
 3. Scrutinising teachers' planning, pupils' work and marking and giving feedback for improvement;
 4. Leading training and subject specific CPD sessions;
 5. Ensuring that colleagues are kept up to date with new initiatives;
 6. Advising on practice, research and continuing professional development opportunities;
 7. Advising on the use of assessment for learning and its impact on pupil progress;
 8. Overseeing assessment of the subject;
 9. Evaluating the learning environment and supporting colleagues in developing an engaging and interactive environment that promotes learning for all;
- 10. Advising teachers on the effective deployment of additional adults in the classroom for the best impact on pupil outcomes;
- 11. Advising teachers on the effective way to support disadvantaged students, and those with additional educational needs.
- Plan and deliver exemplary lessons to scholars according to their educational needs and with reference to prior attainment, and SEN as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.
- To introduce and to lead high quality CPD with our Teaching and Learning team to ensure practice is of the highest standard.
- To support colleagues in providing learners, parents and carers with timely, accurate and constructive feedback on attainment, progress and areas for development

Key Duties & Accountabilities

- To research and draw on research outcomes and other sources of external evidence to inform and extend own practice and that of colleagues.
- To support colleagues to understand school, local and national statistical data as a basis for improving teaching and learning.
- To work effectively as a team member and promote collaboration, supporting others to develop such skills.
- To contribute to the professional development of colleagues using a broad range of techniques and skills e.g. coaching and mentoring, demonstrating enhanced and deliberate practice, and effectively providing advice and feedback.
- To work effectively with colleagues at all levels, acting as a key link in supporting the academy leadership team to implement new policies and practice across the school.
- To undertake outreach work in other settings and locations as required.
- To maintain the Teachers' Standards as set out by the DfE.
- To be a mentor for initial teacher training/early career teachers and support their development at Isca Academy.

All Staff Should

- Ensure the aims, priorities and policies of the Academy are adhered to, including the staff Safeguarding Code of Conduct.
- Attend parents, staff and Academy Improvement meetings as required, making a valued and professional contribution.
- Undertake break, lunch and after school supervision as agreed, according to Academy policy.
- Encourage the good conduct of all students and at all times on the Academy site and within its vicinity.
- To make a full commitment to personal professional development, engage positively in organised professional development activity and staff appraisal procedures.
- Maintain respectful and effective communication with students and other staff, including attendance at morning briefings and through completing student logs as appropriate.
- Maintain respectful, positive and effective communication with parents, including phone calls and letters home, as appropriate.
- Maintain positive and effective communication and liaison with partner schools and the wider community, as appropriate.
- Act as an advocate of the Academy and its students in all circumstances, ensuring every opportunity is taken to celebrate our success.
- To carry out other duties as reasonably requested by the Headteacher.
- Undertake the responsibilities of being a Tutor as required.



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



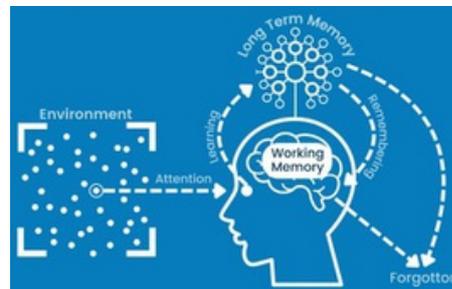
Thrives in a complex system



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:



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



Up to 10% off all Pure Gyms



up to the value of £2,000.
cyclescheme.co.uk



Up to 2 days paid emergency time off for dependants



Generous public sector pension schemes for all staff



Timetabled instructional coaching for all teachers



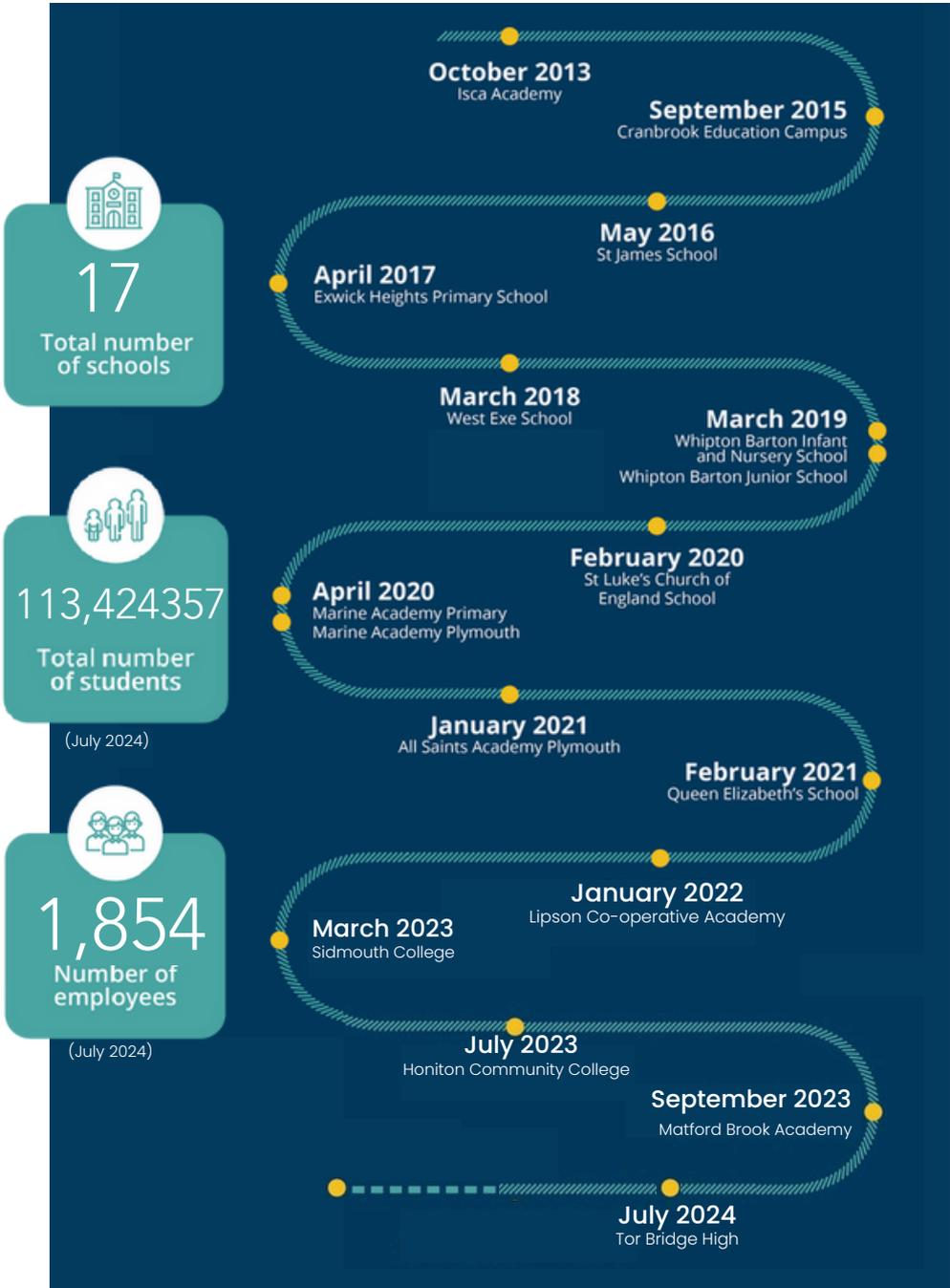
Family friendly policies and flexible working opportunities



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.



Thank you for
your interest in
working with us!

