



Exmouth Community College

Lead Practitioner – Mathematics

Our Vision is to enable our students to **flourish** through our core values of **Belonging, Ambition** and **Responsibility**.



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Key Details

Salary

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Required from

1st January 2027

Location

Exmouth, Devon

Hours

1.0 F.T.E

Closing date

18th October 2026

Contract type

Permanent

Interviews

W/C 23rd October 2026

How to apply

For an informal conversation about the position please contact the ECC Recruitment Team at Recruitment@exmouthcollege.devon.sch.uk

An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy>

We encourage early applications, as we reserve the right to close this vacancy once a suitable candidate has been identified

ECC is part of the The Ted Wragg Trust. We are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.



About Exmouth Community College



BELONGING • AMBITION • RESPONSIBILITY



Exmouth Community College is in an exciting stage of its journey. As the sole Secondary school in the beautiful coastal town of Exmouth, we are rooted in our community and dedicated to giving our students a life of opportunity and fulfilment. Our Vision is to enable our students to flourish through our core values of Belonging, Ambition and Responsibility.

We have recently joined the Ted Wragg Trust. The Trust has a very strong reputation for growing great people and place professional development of staff at the heart of all that they do.

Why join Exmouth Community College?

- A culture of high expectations based on strong relationships – we are committed to ensuring that every student receives the highest quality education. We believe that nurturing relationships are key to helping young people thrive and have, therefore, worked hard to embed our ‘relational approach’ over the last three years. This is enabling us to ‘raise the bar’ for our young people.
- A place where growth is valued – teaching is complex, challenging, and ever-evolving. We know that even the best teachers can get better, which is why we prioritise professional learning. Every member of staff receives personalised coaching and regular dedicated time out of the classroom for professional development. Our staff wholeheartedly buy into the mantra that “Every teacher needs to improve ... not because they aren’t good enough, but because they can be even better.” – Dylan William
- Honest, collaborative, and open – We don’t believe in a ‘top-down’ culture. Instead, we work together, modelling vulnerability and regularly sharing feedback to improve. We welcome challenge and seek out ways to refine our practice.
- Flexibility in role – We aim to support our staff in achieving a healthy work/life balance. Depending on the role, we may be able to offer a flexible full-time equivalent (FTE) arrangement by agreement.
- Part of the Ted Wragg Trust – Benefitting from stability, support, and extensive opportunities for professional development and collaboration within a network of dedicated educators.

Letter from the Headteacher

Thank you for your interest in coming to work as part of our team at Exmouth Community College. You will be joining a really friendly community of committed staff, supportive parents and brilliant young people. Still being relatively new to ECC myself, I recall very well being blown away by the warmth of the welcome that I had when I arrived and I can assure you of the same.



You will be joining the College at a really exciting time:

- We've completed a major upgrade to our site, including the £13 million Elizabeth Lee building, a new Maths and Sixth Form block, a fully refurbished Dining Facility and outdoor space, providing inspiring facilities for students.
- We've reset our School Vision and made clear strides in improving our school culture. (OFSTED 2024 – "Work has begun in earnest to put in practices to build a more sustained positive culture across the whole school. There is now positivity from staff, parents and pupils about the early impact of this work").
- We've joined the Ted Wragg Multi-Academy Trust, gaining additional support and professional opportunities for our staff.
- We have seen a significant improvement in results profiles for Year 11 and 13 in the last two years, with record results in some measures. We are now above national averages in key measures and seeking to consolidate these improvements to become one of the highest performing schools in the local area.

Our focus is on delivering a high-quality curriculum and preparing students for life beyond the classroom. Staff development is a priority, and we aim to create an environment where you can thrive.

ECC has a strong sense of community, and we're committed to providing excellent education while preparing students for their future. If you're passionate about teaching and looking for a supportive environment, we'd love to hear from you.

I hope you find this information helpful, and please explore our website to learn more. Thank you for considering your application.

Warm wishes,

Tom Inman



Headteacher

Lead Practitioner – Mathematics

Job Description

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 Maths 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 Maths through delegated leadership responsibilities that contribute to the effective running of the Faculty.
- To consistently pursue excellence by improving standards and outcomes for all students, with a particular emphasis on achievement and outcomes in Maths.

Key Duties & Responsibilities

1. Exemplary Teaching & Professional Practice

- Teach Maths 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 Maths 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.

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Key Duties & Responsibilities

- Lead and design high-quality CPD sessions for Maths 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 Maths to refine and enhance the structure, sequencing and delivery of the Maths curriculum.
- Support the development of high-quality curriculum resources, including exemplar materials, assessments and knowledge organisers.
- Lead or support faculty 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. Faculty Leadership (Delegated by Head of Maths)

- These responsibilities are held at the discretion of the Head of Maths to maintain flexibility and clarity of line management.
- Provide leadership for delegated year groups, units, or curriculum strands.
- Act as the primary point of contact for parents and carers for those delegated groups.
- Support the coordination and delivery of faculty-wide initiatives.
- Deputise for the Head of Maths during absence or when required, including supporting Faculty meetings, strategic planning and communication.

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Key Duties & Responsibilities

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 Maths.
- Contribute to and support the consistent implementation of a rigorous and impactful Mathematic 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

Person Specification

Attributes will be assessed via the application, certificates, interview, assessment, observation and references.

Attributes	Essential	Desirable
Classroom Teacher:		
Qualifications		
Qualified to degree level in subject specialism	X	
Qualified teacher status	X	
Ability to teach GCSE / L2 and A Level / L3	X	
Teaching Experience		
Successful experience of teaching subject specialism in a placement or a previous school	X	
Experience of analysing pupil data to inform planning, leading to excellent student progress	X	
Experience of developing others’practice as a coach/mentor	X	
Experience of contributing to and delivering strategies to raise achievement across English.		X
Teaching Standards		
Set high expectations which inspire, motivate and challenge students	X	
Promote good progress and outcomes by students	X	
Demonstrate good subject and curriculum knowledge	X	
Plan and teach well structured lessons	X	
Adapt teaching to respond to the strengths and needs of all students	X	
Make accurate and productive use of assessment	X	
Manage behaviour effectively to ensure a good and safe environment	X	
Fulfil wider professional responsibilities	X	
Personal Qualities		
Adaptable, flexible and creative	X	
Excellent written and oral communication skills	X	
Confident user of ICT	X	
Awareness and understanding of data protection and confidentiality	X	
Able to take responsibility and show initiative	X	
Enthusiastic and inspiring	X	
Ability to command respect	X	
Ability to work actively, productively and flexibly as part of a team	X	



Thank you for your interest in working at ECC



Introduction to the Ted Wragg Trust

Trust Values

- **Ambitious:** works hard, has the highest standards and it 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 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



#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



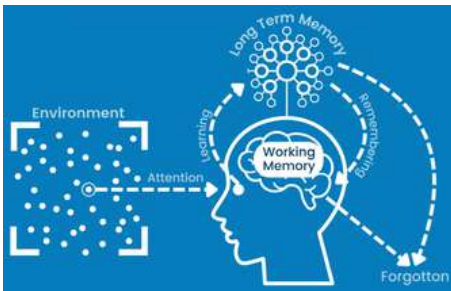
Thrives in a complex system



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:



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.



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.

