



Part of the  
**Ted  
Wragg** TRUST

# Sidmouth College

## Lead SEMH Learning Mentor

"Every child in every school has a worth and it is important that they are given the opportunity to succeed. Working at Sidmouth College as a Learning Mentor is so rewarding as it gives me the chance to help students to recognise and achieve their potential"

Kay Williams  
Learning Mentor



# TABLE OF CONTENTS

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



# Key Details

**Salary**

Grade C.  
Actual Salary £16,660

**Location**

Sidmouth College

**Hours**

28.75 hours per week: Mon-Fri 8:50am-3:20pm for 38 weeks term-time only

**Interviews**

w/c 2<sup>nd</sup> March 2026

**Closing date**

23rd February 2026

**Required from**

March 2026

*believe • inspire • succeed*

## How to apply

For an informal conversation about the position please contact Jo Liddle, Business and Operations Lead at [jo.liddle@sidmouthcollege.devon.sch.uk](mailto:jo.liddle@sidmouthcollege.devon.sch.uk)

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



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.



# 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.

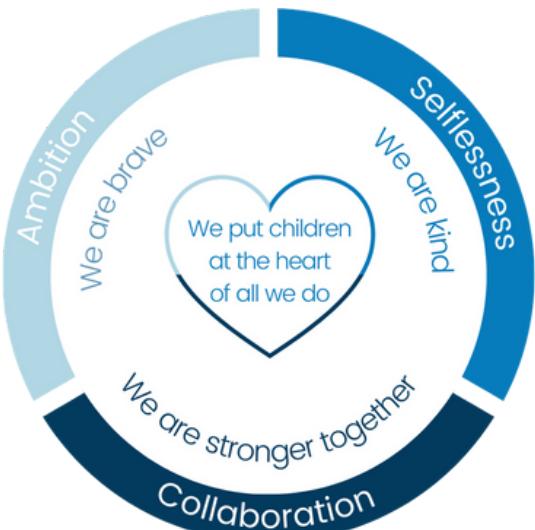
In our **ambitious** and **inclusive** Trust of schools we know that every individual is critical to help us to achieve our collective mission to **transform lives, strengthen** communities and **make the world a better place**.

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



# About Sidmouth College

Sidmouth College is an incredibly special place to work. Visitors to the College always comment on how welcoming it is here; we have a focus on unconditional positive regard for all and this can be felt as soon as you walk in. The College is a school of choice, with a thriving Sixth Form.

We currently have 872 students, with 119 of those in the Sixth Form. The majority of our students are from four local feeder schools, in Sidmouth, Sidbury, Newton Poppleford and Branscombe.

The College is set in the beautiful Sid Valley and the East Devon area of outstanding natural beauty. Our vision is for vibrant and inspirational teaching that raises aspirations; challenges and engages and prepares every student for lifelong learning.

The College sits within an attractive 13 acre campus and staff take every opportunity to make use of the natural environment on our doorstep to support students' learning and creativity.

At Sidmouth College our learners believe they can succeed, staff work hard to inspire and everyone strives to be the best that they can be. We were delighted to be again judged as Good in the most recent Ofsted report in 2022, which recognised our continuous improvement in achieving positive outcomes for all students.

## Our curriculum

Our aim is to provide students with a rich curriculum which builds a lifelong love of learning and meets the needs of the young people within Sidmouth College. The intent of our curriculum is to inspire all students to succeed and ensure they are prepared for adult and working life. This is achieved through a learning journey that provides knowledge, skills and opportunities for all students to become responsible global citizens with positive life chances.

Our curriculum supports students who are numerate and literate to become confident and resilient learners and who engage with the wider community. Our students feel challenged and know what success feels like for them as an individual. Our teachers and co-professionals support our curriculum and ensure that all students regardless of ability, age or background, develop curiosity and critical thinking, as well as fostering aspiration.



# Job Description

## Job Purpose :

Enable the Trust to realise its mission to 'Transform lives, strengthen communities and make the world a better place by supporting students to learn and flourish.

## Key Responsibilities:

- Live our mission and values every day
- Follow all safeguarding policies and procedures to protect students and maintain a culture in which students are protected and achieve the best outcomes
- Provide pastoral support for the social, emotional and mental health needs of students
- Provide behaviour and SEMH investigations and interventions. Monitor the impact of interventions as directed by tracking students' emotional development, resilience and develop areas where they need support with a plan, do, review cycle of student plans
- Deliver interventions and lessons to small groups/individuals e.g. talk, role play, social stories, creative art etc. to help build social skills, resilience and regulate emotions
- Support students access to learning adapting and utilizing appropriate resources
- Assist with the supervision of students during break, lunchtimes and after school, offering structured activities as directed
- Support students to understand positive behaviours and school policies, reporting any challenges to the teacher
- Identify the students' SEMH needs, assess the situation and initiate action, providing comprehensive guidance, advice and support.
- Promote the inclusion and acceptance of all students recognizing and responding to individual needs
- Support students with exams and assessments as a scribe/reader as directed by the SENDCO
- Undertake tasks, including administrative activities as delegated

## Grading Criteria:

- Support colleagues to familiarise themselves with their role
- Follow instructions and procedures which may occasionally need to be adapted to resolve routine problems
- Use readily available information or assistance to resolve issues where the outcome may not be straight forward.
- Undertake work carried out within clearly defined rules and make decisions from a range of established options
- Make decisions which have a material effect on internal operations of their own or other departments.

# Job Description

## Grading Criteria:

- Work where tasks are interchanged but the program is not normally interrupted.
- Work requiring substantial physical effort with short periods of intense physical effort; or normal physical effort regularly in awkward postures.
- Work may be outside or inside but with exposure to moderate noise, heat or difficult conditions
- Potential risk to personal safety due to contact with clients

# Person Specification

Requirement	Essential	Desirable
<b>Education/Training</b>		
Good numeracy and literacy skills with a GCSE (or equivalent) in English and Maths (grade 4 or above)	✓	
Relevant Level 2 qualification, or relevant experience	✓	
Relevant Level 3 qualification		✓
<b>Experience</b>		
Experience of working with or caring for children		✓
<b>Key Skills</b>		
Excellent communication	✓	
The ability to promote inclusion and acceptance of all students	✓	
The ability to relate well to children and adults	✓	
The ability to work effectively in a team, with a positive and collaborative manner	✓	
Able to fulfil all aspects of the role with confident and fluency in English	✓	
Good Microsoft Office skills (Word, Excel and PowerPoint)		✓
<b>Values</b>		
Ambitious: works hard, has the highest standards and is positive for the future.	✓	
Selfless: is self-aware and emotionally intelligent to be able to support self and others to thrive. Works selflessly to support the Trust's mission and strategic priorities.	✓	
Collaborative: builds strong relationships and networks.	✓	

# #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](http://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



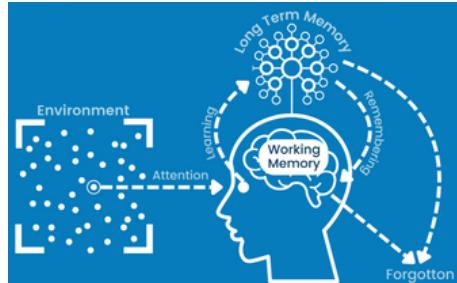
Thrives in a  
complex system



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:

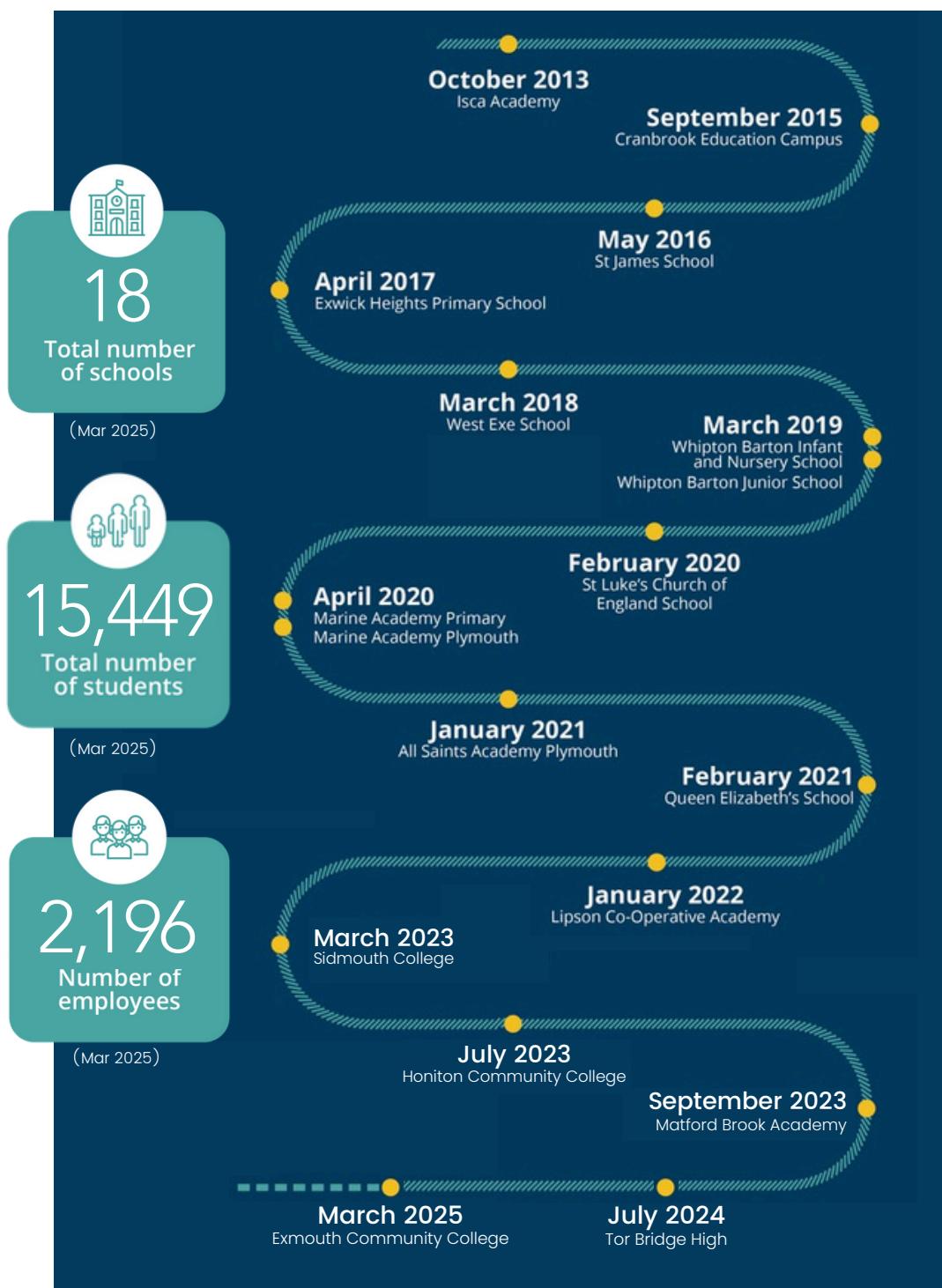
-  **Exceptional development and networking opportunities**
-  **Free annual flu jab, eye test and allowance for glasses**
-  **Free, confidential employee helpline. Available 24-7 through Health Assured**
-  **PUREGYM** **Up to 10% off all Pure Gyms**
-  **Up to 2 days paid emergency time off for dependants**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





Part of the  
**Ted  
Wragg** TRUST

Thank you for your  
interest in working for  
us!

