



Part of the  
**Ted  
Wragg** TRUST

# Exmouth Community College **Lead Teacher of Alternative Curriculum (Lighthouse) Provision**

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** MPS/UPS + TLR 2a

**Hours** 1.0 F.T.E

**Location** Exmouth, Devon

**Closing date** 26<sup>th</sup> February 2026

**Required from** September 2026

**Interviews** W/C 9<sup>th</sup> March 2026

## How to apply

For an informal conversation about the position please contact the ECC Recruitment Team at [Recruitment@exmouthcollege.devon.sch.uk](mailto: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

A handwritten signature in blue ink, appearing to read 'Tom Inman', written over a light blue horizontal line.

Headteacher

# Lead Teacher of Alternative Curriculum (Lighthouse) Provision

## Job Description

### Key Purpose of the role

Enable the Trust to realise its mission to 'Transform lives, strengthen communities and make the world a better place' by providing a high calibre teaching and learning environment that challenges educational and social disadvantage across the South West.

Lead the Lighthouse, our Alternative Curriculum Provision, catering for students who require a more bespoke, flexible, and engaging learning pathway to reach their full potential. The successful candidate will develop, coordinate, and deliver high quality in school Alternative Provision that reengages learners, builds their confidence, and improves their academic and personal outcomes.

In doing so, the postholder will embed strong relational practice at the heart of the provision, fostering trust, belonging, and meaningful connection with students. The successful candidate will champion approaches that address Emotionally Based School Non Attendance (EBSNA), ensuring barriers to attendance are understood, compassionately responded to, and systematically reduced so that students feel safe, motivated, and ready to learn.



## Key Responsibilities

- Design, implement, and evaluate a responsive and inclusive alternative curriculum tailored to the needs of identified students.
- Lead on the development of innovative teaching strategies and personalised learning plans.
- Work closely with senior leaders, pastoral teams, and external agencies to ensure a joined-up approach to support.
- Contribute to the longer-term development of partnerships with specialist teaching pathways across the Trust and with local schools, helping to shape future collaboration and shared practice.
- Monitor and track student progress, behaviour, and engagement, using data to inform planning and intervention.
- Line manage and support a small team of staff working within the alternative provision setting.
- Promote a positive and aspirational culture for students accessing the provision.
- Ensure safeguarding and wellbeing are prioritised at all times.
- Liaise with parents/carers to maintain strong, collaborative relationships and share progress.
- Contribute to whole-school strategies for inclusion, behaviour, and engagement.
- Provide high quality teaching with fidelity to our Curriculum and School teaching approaches.
- Promote safeguarding policies and procedures to protect students maintaining a culture in which students are protected and achieve the best outcomes
- Commitment to ongoing CPD, for example through Trust SEND Network and TED fest
- Carry out any other reasonable duties as requested by Headteacher or Line Manager

# Job Description

## Your Key Objectives

### To support pupils to:

- Love coming to school
- Achieve well
- Live a life of opportunity
- 

### To support colleagues to:

- Love coming to work
- Build high quality professional relationships with Trust networks

### To support communities to:

- Love our schools
- Value working together
- Make the world a better place

# Person Specification

## Qualifications

- |  |           |
|--|-----------|
| • Qualified Teacher Status   | Essential |
| • Good honours degree  | Essential |
| • Evidence of professional development in preparation for a senior leadership role | Desirable |
| • NPQ SEND or willingness to complete  | Desirable |

# Person Specification

## Experience

- Values driven Essential
- Strong teaching ability, demonstrated through previous experiences Essential
- Line Management and Curriculum leadership experience Essential
- Experience of curriculum planning and classroom teaching to students who present with a range of additional needs and barriers to learning Essential
- Leadership responsibility at a 'team' level Desirable
- Strong understanding of personalised and alternative curriculum models Desirable
- Excellent trauma-informed interpersonal skills Essential
- Ability to work flexibly and creatively in a dynamic environment Essential
- Experience in leading or coordinating alternative provision or inclusion projects
- Familiarity with vocational or life-skills based qualifications (e.g., ASDAN, Prince's Trust, etc.) Desirable
- Desirable

## Key Skills

- Able to fulfil all aspects of the role with confidence and fluency in English Essential
- Strong moral purpose Essential
- Good subject knowledge and understanding of the secondary curriculum Essential
- Adaptive teaching that challenges and supports all Essential
- Understanding of high-quality teaching, and the ability to model this for others and support others to improve. Essential

# Person Specification

## Key Skills

- Ability to receive and act on feedback Essential
- A commitment to getting the best outcomes for students and promoting the ethos and values of the school Essential
- Commitment to safeguarding Essential
- Desire to develop yourself Essential
- The ability to support and hold others to account Essential

## Values

- Ambitious: works hard, has the highest standards and is positive for the future Essential
- 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 Essential
- Collaborative: builds strong relationships and networks Essential





# 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**.

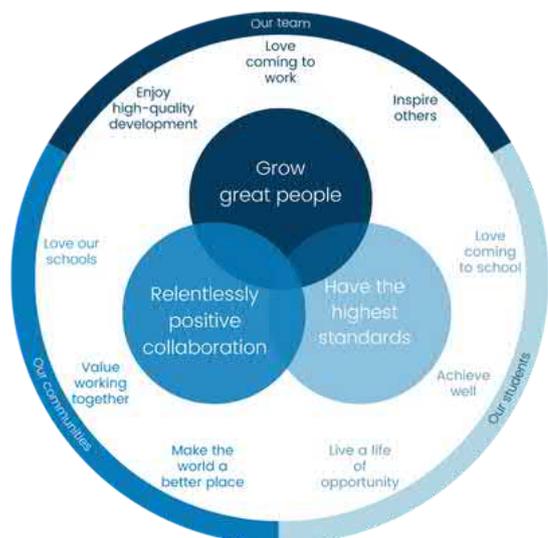
Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow our Headteachers**.

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](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**



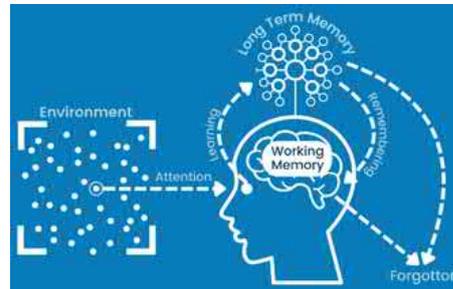
**Thrives in a complex system**



**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:

 <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.</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.

