



Part of the  
**Ted  
Wragg** TRUST

# Exmouth Community College

## **Non-Teaching Assistant Headteacher (Behaviour and Attitudes)**

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

Grade I SCP 35–38

(Actual salary £46,142–£49,283)

## Hours

1.0 FTE\*

\*We may be able to offer a flexible full-time equivalent (FTE) by agreement.

Please note: We are advertising this role as a 'teaching' and 'non-teaching' role. Please see parallel job pack for the 'teaching' role.

We would warmly welcome visits from prospective applicants who wish to tour the college and find out more.

## Location

Exmouth, Devon

## Closing date

30<sup>th</sup> April 2026

## Interviews

7<sup>th</sup>/8<sup>th</sup> May 2026

## Required from

Sept 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



Headteacher

# Assistant Headteacher (Behaviour and Attitudes)

## 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 high calibre teaching and learning environment, challenging the educational and social disadvantage in the South West.

Provide dynamic and effective leadership as an integral part of Exmouth Community College's Senior Leadership Team.

### Your responsibilities

- In partnership with the Deputy Headteacher (Culture and Engagement), provide strategic leadership for behaviour and attitudes across Key stages 3 and 4 (students aged 11-16).
- Monitor and evaluate key indicators of behaviour and engagement, and lead intervention approaches to ensure that consistently high standards of behaviour are realised.
- Provide strategic leadership of our Behaviour Intervention Provisions and line management of our Behaviour Team.
- Live our Trust and School mission and values every day
- Provide great management and leadership to ensure all staff flourish professionally and personally.
- Secure improvement through continuous professional development and performance management.
- Be a role model, creating and maintaining an environment within the School where pupils and staff develop and maintain positive attitudes towards each other, teaching and learning, the environment, and the community.
- Drive high performance, inspire others, reduce workload, and continuously improve provision for our students.
- Provide the leadership to enact whole school strategic planning that prioritises equity, and values the diversity and experience of the whole school community.

# Assistant Headteacher (Behaviour and Attitudes)

## Job Description

### Your responsibilities

- Promote safeguarding policies and procedures to protect students maintaining a culture in which students are protected and achieve the best outcomes
- Deputise for other senior leaders as required
- Engage with external quality assurance and help prepare documentation for our Trust, school governors, Ofsted and other regulating bodies
- As part of the leadership team, plan for the best use of all resources across the school within allocated budgets
- Participate in ongoing self-evaluation, analysing data for your leadership area to inform strategic plans
- Carry out any other reasonable duties as requested by Headteacher or Line Manager.

### Role Criteria

- Deliver great management (as defined by TWT's habits for great managers) for a group of employees, undertaking different roles.
- Establish imaginative solutions and responses.
- Use support, tact, persuasion and sensitivity, within the application of operational guidelines. Some matters are likely to be contentious or complex. The outcome will have a material effect on others, the service or the School/Trust.
- Make decisions which lead to the setting of working standards or decisions which lead to change in important procedures or practice
- Make decisions which have a major impact on the students, school or our communities.
- Work subject to deadlines involving frequently changing circumstances and conflicting priorities.
- Ability to use detailed knowledge in specialist discipline or hold a breadth of knowledge in more than one specialist function.

## 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
- Inspire others

To support communities to:

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

Please note that the specific responsibilities of this post may be subject to review.

# Person Specification

Attributes	Essential	Desirable
<b>Qualifications</b>		
Professional Qualification (CIPS/CIPD/ NVQ5/6/ Degree) in relevant discipline	X	
Evidence of professional development in preparation for a senior leadership role		X
<b>Experience</b>		
Proven ability to lead, influence and manage change	X	
Strong understanding of inclusion, behaviour, safeguarding, and pastoral systems in secondary education	X	
Demonstrable experience of contributing to the provision for students with SEND or those facing educational or social disadvantage	X	
Proven ability to develop, implement, and evaluate strategies that improve outcomes, engagement, attendance, behaviour, and wellbeing for vulnerable groups.	X	
Experience of working effectively with external agencies and professionals to support SEND and disadvantaged students		X
<b>Skills and Knowledge</b>		
Able to fulfil all aspects of the role with confidence and fluency in English	X	
Strong moral purpose	X	
Good understanding of secondary education	X	
Ability to receive and act on feedback	X	
A commitment to getting the best outcomes for students and promoting the ethos and values of the school	X	
Commitment to safeguarding	X	
Desire to develop yourself	X	
The ability to support and hold others to account	X	
<b>Values</b>		
<b>Ambitious:</b> works hard, has the highest standards and is positive for the future.	X	
<b>Selfless:</b> 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.	X	
<b>Collaborative:</b> builds strong relationships and network.	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 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 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/workwith us](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



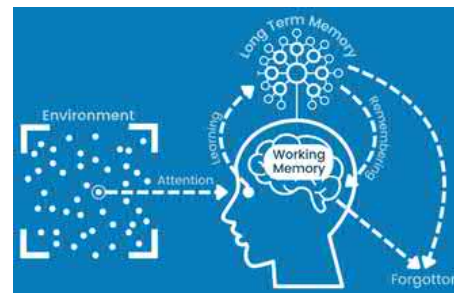
Thrives in a complex system



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.

