

# Isca Academy Science Teacher



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.



# TABLE OF CONTENTS

• Key Details	1
• How to Apply	2
• About Isca Academy	3
• A Warm Welcome from our CEO	4
• Job Description	5
• Person Specification	6
• #lifeattedwragg	7
• The Ted Wragg Institute	8
• Our Ted Wragg Standard	9
• Our Benefits Our Trust	10
• Journey	11
	12



# Key Details

**Salary**

MPS/UPS

**Location**Isca Academy,  
Earl Richards Road  
South, Exeter EX2 6AP**Hours**Monday - Friday  
Term-time only**Interviews**Thursday 5<sup>th</sup> March 2026**Closing date**

Tuesday 10th February 2026

**Required from**

September 2026

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 Garin Spiess at [recruitment@iscaexeter.co.uk](mailto: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 Purpose

- To effectively plan, teach and evaluate the impact of lessons and schemes of learning, thus enabling students to make at least expected progress, whilst taking into account exam specifications, curriculum and Academy requirements.
- To provide effective supervision, challenge and support for students at the Academy.

## Key Tasks

- To work as reasonably directed by the Headteacher in fulfilling all the requirements of Academy policy and in compliance with the Teachers Pay and Conditions Document and Teachers Standards.
- To plan and teach lessons and Schemes of Learning that facilitate effective learning for all students in their care.
- To mark, record and report student achievement (progress and attainment) in line with Academy and national policies.
- To create and maintain a classroom environment / ethos conducive to effective and engaging learning for all students.
- To take responsibility for one's own personal professional development within the context of Academy aims and priorities as well as National Teacher Standards.

## Responsibilities

- To plan and teach lessons that are based upon clear learning objectives in accordance with schemes of learning and Academy policies.
- To plan and teach lessons that stimulate, challenge and sustain student interest, and that develop self-esteem and confidence; ensuring that each and every student is able to reach their full potential.
- To maintain good order in the classroom, in a way that enables students to work in a secure, safe environment where positive relationships and purposeful activity can be sustained.
- To effectively prepare students for national assessments.
- To enable students to take increasing responsibility for their learning through constructive and timely assessment, marking and feedback.
- Identify appropriate targets for individual students, and through effective and engaging curriculum delivery, work to ensure at least national progress is achieved by each and every student in your class.
- To systematically monitor and evaluate the effectiveness of your teaching on students learning and progress to identify personal development targets.
- To make effective use of Academy resources and maintain a stimulating learning environment.
- To contribute positively to the development of the subject area and to the preparation of schemes of learning and resources.
- To make a full commitment to maintain a high level of subject knowledge and subject application, including the effective use of ICT to engage students in the learning experience.
- To contribute to the development of departmental policy through attendance and active positive participation at team meetings.

## 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 team meetings as required, making a valued and positive 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, positive and effective communication with students and other staff, including attendance at whole staff briefings and through completing student logs and emailing key staff 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.
- Undertake the responsibilities of being a Tutor as required.
- To carry out other duties as reasonably requested by the Headteacher.



# Person Specification

## Essential / Desirable

Qualifications & Experience	<ul style="list-style-type: none"> <li>Teaching experience in a state comprehensive school.</li> <li>Experience in planning and teaching Science 11-16.</li> <li>Experience of analysing pupil data to inform planning, leading to excellent student progress.</li> <li>Qualified teacher status</li> <li>Educated to degree level with a relevant degree in Science.</li> <li>Experience of contributing to and delivering strategies to raise achievement across Science, including assessment for learning and the development of effective pedagogical approaches.</li> <li>Exam marking.</li> <li>Further qualifications relevant to the role.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Desirable</li> <li>Desirable</li> <li>Desirable</li> </ul>
	<ul style="list-style-type: none"> <li>Highly effective classroom practitioner (teacher).</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>A desire to teach Science in an exciting, challenging and engaging manner.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>Good planning skills.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>Ability to sustain positive relationships with staff, students and parents.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>Good ICT skills to support teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>Good organisation and time management skills.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>Meets all relevant national teaching standards .</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>Good understanding of the National Curriculum and assessment requirements in Science at GCSE Level.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> </ul>
	<ul style="list-style-type: none"> <li>A gifted manager of student behaviour and learning.</li> <li>Able to analyse data effectively to inform planning and improve outcomes for all.</li> <li>A good understanding of the National Curriculum for Science at A Level.</li> </ul>	<ul style="list-style-type: none"> <li>Desirable</li> <li>Desirable</li> <li>Desirable</li> </ul>
Skills		
Qualities	<ul style="list-style-type: none"> <li>Very good communicator and team player.</li> <li>Energetic and committed.</li> <li>Ability to work under pressure.</li> <li>High level of integrity.</li> <li>Positive role model.</li> <li>Able to demonstrate commitment to safe school culture.</li> <li>Reflective.</li> <li>Keen to develop further through active participation in CPD and whole school projects and plans.</li> </ul>	<ul style="list-style-type: none"> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Essential</li> <li>Desirable</li> </ul>

# #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



# 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



**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



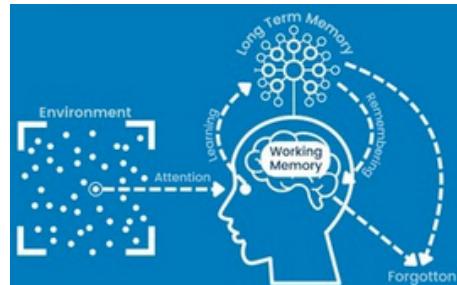
Thrives in a  
complex system



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

- health/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
- Part-time 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



PUREGYM

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



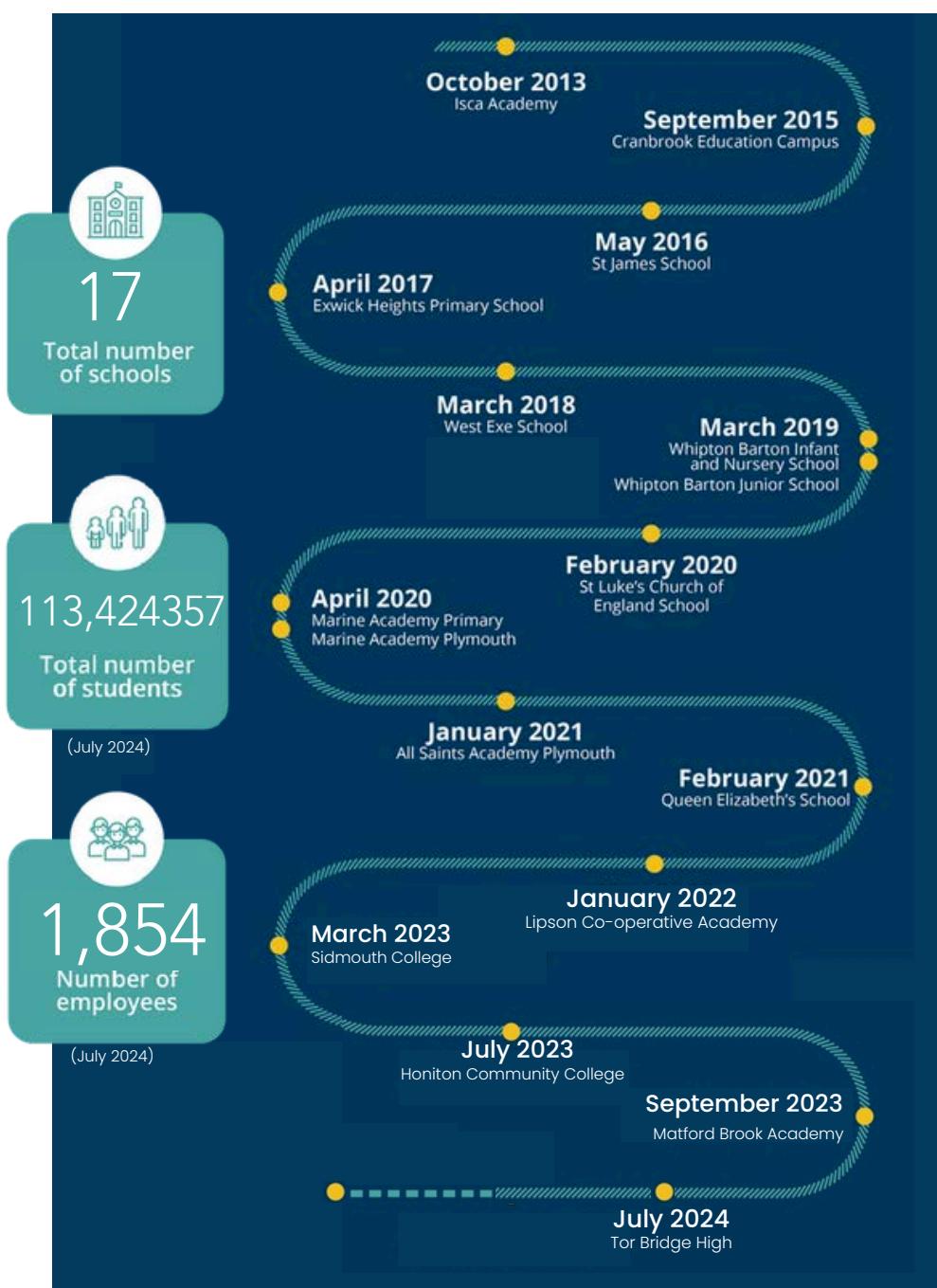
Family friendly policies and flexible working opportunities



# 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.



# Thank you for your interest in working with us!

