

Isca Academy

Second in English



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.



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Key Details

Salary

MPS/UPS TLR 2a

Location

Isca Academy,
Earl Richards Road
South, Exeter EX2 6AP

Hours

Mon-Fri, Term-time only

Interviews

w/C 16th March 2026

Closing date

Friday 13th March 2026

Required from

September 2026
or sooner

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 Harriet Smith at 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**.

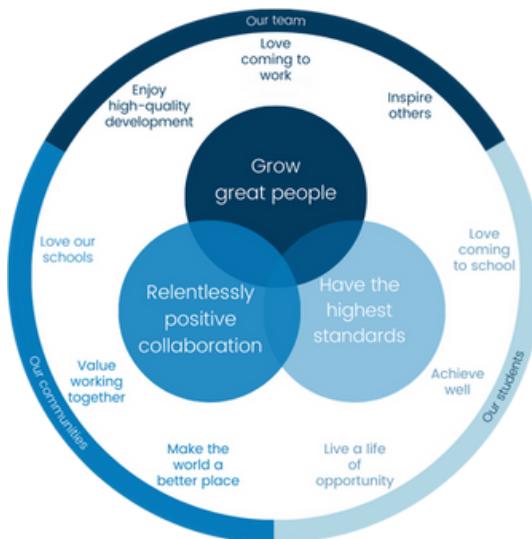
Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow great people**. This is a hugely exciting time for our Trust as we continue to grow, embed, 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 of the Role

- To teach English Language and Literature across the age and ability range in accordance with the requirements of a professionally qualified teacher.
- To support and lead on the improvement of teaching and learning in the department through quality assurance and resource and curriculum development.
- To support and lead the improvement of teaching and learning in the department and promoting outstanding practice, through providing high quality CPD and through staff mentoring and appraisal.
- To deputise for the Head of Department in periods of absence.

Anticipated Outcomes of Post

- Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant, challenging and innovative teaching and learning.

Key Duties & Accountabilities

- Maintain a strategic overview of Accelerated Reader – working with the literacy intervention coordinator to ensure swift and early progress.
- Launch and co-ordinate a reward/celebration system to recognise excellence in English.
- Support the HOD with resource and curriculum development for allocated year groups to promote the best possible progress for every student in English.
- Support teaching and learning within English through appropriate CPD provision, mentoring for staff and curriculum development.
- Monitor outcomes data (for allocated year groups) by ensuring the department tracker is up to date (after each assessment) – and that this provides the HoD and the team with useful, actionable information.
- Provide support to the English Team in communicating with parents by being the main point of contact for specified year groups.
- Have strategic oversight and raise the profile of the enrichment and extension of English across the department.
- Teach English Language and English Literature across the age and ability range in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL information as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.
- Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships.
- Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students.

Key Duties & Accountabilities

- Embrace the continued professional development programme within the school and across the Trust, striving to be a lifelong learner, maximising opportunities to make impact within the role.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school and the Trust with students, staff, parents and other stakeholders where and when appropriate.
- Safeguarding Children - Isca Academy is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.

Other Duties

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at
- This post is based at Isca Academy but the post holder may be required to move their base to any other location within the Trust upon request
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- To undertake additional duties as required, commensurate with the level of the job.
- To attend Awards Evenings and Celebration Events.
- As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.



Person Specification

Essential / Desirable

| | | Essential / Desirable |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications & Experience | <ul style="list-style-type: none">• An appropriate, good honours degree (2:2 or higher)• QTS or equivalent• Evidence of further professional study• Recent and relevant teaching of good lessons across the key stages• Experience of working with primary level students to support transition to KS3• A track record of excellent student progress demonstrated by examination outcomes | <ul style="list-style-type: none">• Essential• Essential• Desirable• Essential• Desirable• Desirable |
| Curriculum and Knowledge | <ul style="list-style-type: none">• Wide knowledge and understanding of English Language and Literature within the curriculum context and wider world.• Knowledge of current educational issues, an awareness of recent developments in the National Curriculum and changes in the Key Stage 4 curriculum• Ability to use data effectively to support student progress• Know and use a range of teaching and learning strategies to maximise student learning• Show an awareness of what constitutes outstanding pedagogy and practice• Understanding of whole school accountability measures• Understanding of how assessment in English has changed• Ability to, and experience of, producing department wide schemes of work that engage students and reflect the demands of the curriculum | <ul style="list-style-type: none">• Essential• Essential• Essential• Essential• Essential• Desirable• Desirable• Desirable |
| Skills & Attributes | <ul style="list-style-type: none">• Enthusiasm, drive and a love for the job• Commitment to a high profile presence in and around the school• A good sense of humour• Excellent communication skills, both verbal and written• An ability to organise, plan and prioritise time effectively• A willingness to challenge others to produce positive outcomes• Flexibility and adaptability• Be a role model and contribute to sharing high quality practice within the team• Experience of leading a project or initiative across a department. | <ul style="list-style-type: none">• Essential• Essential• Essential• Essential• Essential• Desirable• Essential• Essential• Desirable |

#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



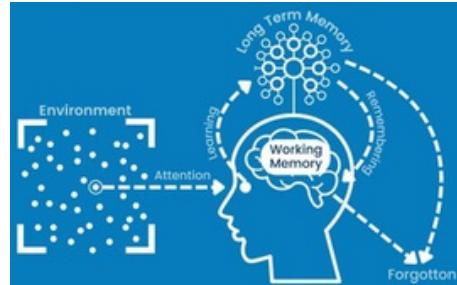
Thrives in a
complex system



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

- 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, Health and Safety
- Safeguarding, Supporting Pupils with Medical Conditions and Anti-Bullying Policy
- Online Safety lessons and workshops for parents/carers
- Early Help support
- Pastoral 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 ChildrenSafe 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



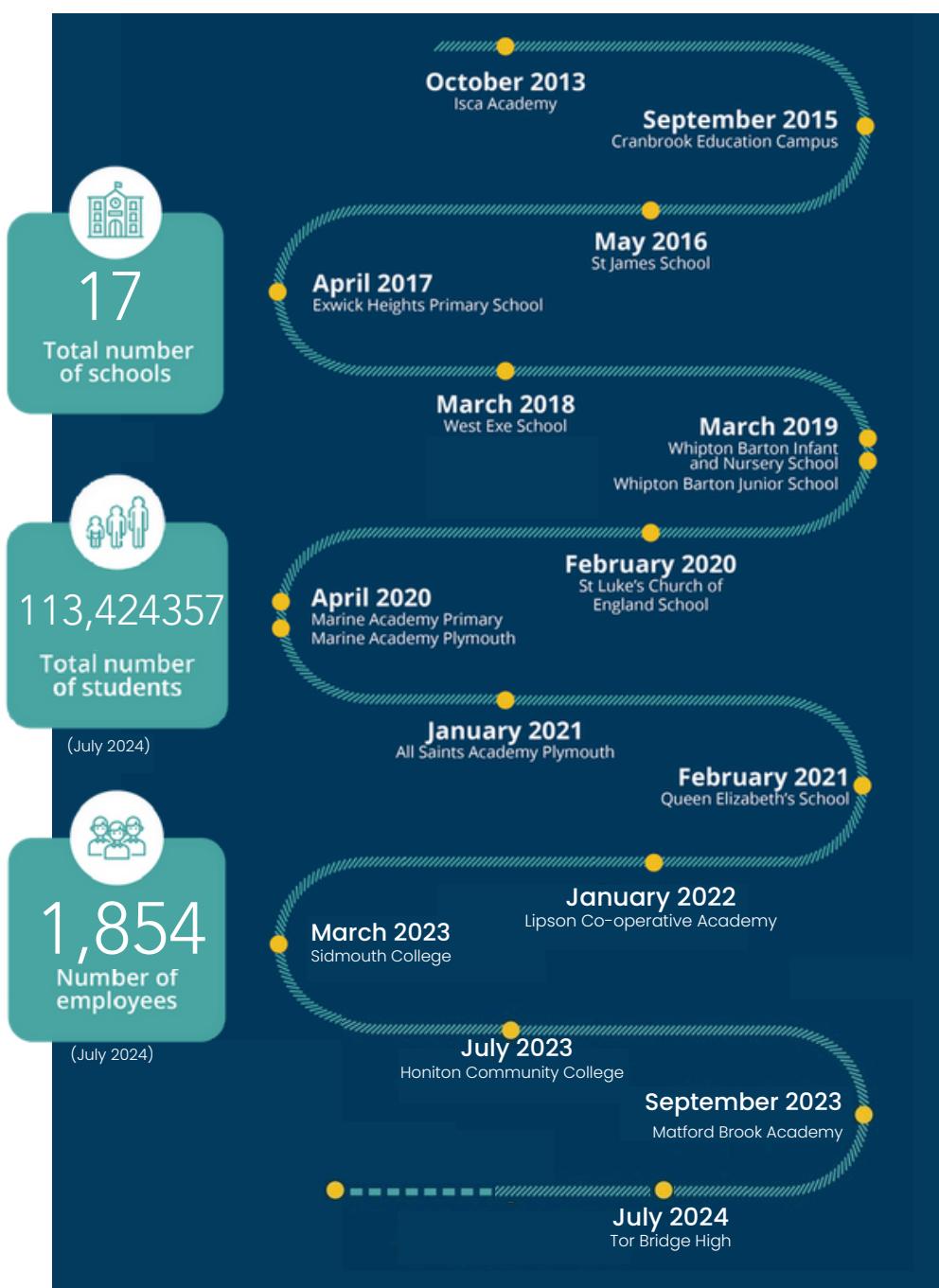
Family friendly policies and flexible working opportunities



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!

