Part of the Ted Wragg TRUST

Exmouth Community College

SENDCO

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	L1-8 (5 point scale, starting point dependent on experience)	**Hours**	1.0 F.T.E
Location	Exmouth, Devon	**Closing date**	13th December 2026
Required from	Jan/Feb 2027	**Interviews**	17th December 2026

How to apply

For an informal conversation about the position please contact the ECC Recruitment Team at Recruitment@exmouthcollege.devon.org

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

SENDCO
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 is inclusive and supportive by challenging educational and social disadvantage in the South West ensuring all students receive the tailored support they need to thrive.

Your Responsibilities

- Live our mission and values every day
- Promote safeguarding policies and procedures to protect students, maintaining a culture in which students are protected and achieve the best outcomes
- Role model responsibilities and provide great management and leadership to ensure all staff flourish professionally and personally.

All responsibilities listed below are to be undertaken under the strategic direction of the Lead SENDCO:

- Identify students with special educational needs and disabilities, assessing their specific requirements
- Develop and implement teacher facing plans tailored to each student's needs, ensuring they receive appropriate support.







SENDCO
Job Description

Your Responsibilities

- Meet the statutory requirements to support pupils with EHCPs and respond to consultations within statutory deadlines
- Work closely with teachers, parents, and external agencies to coordinate support and resources for students
- Provide training and support to staff to enhance their understanding and ability to support students to access a broad and balanced curriculum
- Regularly review and monitor the progress of students, adjusting support strategies as needed
- Ensure the school complies with statutory requirements and policies related to SEND, including the Code of Practice · Manage resources and support services for students, including budgeting and allocation of funds and evaluating the effectiveness of provisions
- Advocate for students, ensuring their needs and rights are represented within the school community
- Maintain accurate and up-to-date records of students, including their progress and any intervention
- Contribute to the development and implementation of school policies related to SEND, ensuring they reflect best practices and current legislation
- Fulfil an appropriate amount of teaching, potentially within internal alternative provision pathways.
- Deputise for the Lead SENDCO as appropriate and carry out any other reasonable duties as requested by Headteacher or Line Manager



SENDCO

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
- Inspire others

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
• The National Professional Qualification for Special Educational Needs Co-ordinators (NPQSENCO) or willingness to complete this within 3 years of appointment	Essential
• Evidence of professional development particularly in relation to SEND	Essential

Person Specification

Experience	• Proven experience in teaching and working with children with special educational needs and disabilities.	Essential
	• Experience in leading and managing staff, including delivering training and professional development.	Essential
	• Experience in developing and implementing support plans	Essential
	• In-depth knowledge of the SEND Code of Practice and relevant legislation	Essential
	• Awareness of the latest research and best practices in SEND education	Essential
	• Application of effective teaching and learning strategies for pupils with SEND	Essential
Key Skills	• Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, parents, staff, and external agencies.	Essential
	• Strong leadership and management skills, with the ability to inspire and motivate others.	Essential
	• Ability to assess and monitor pupil progress and use data to inform interventions.	Essential
	• Strong organisational skills, with the ability to manage multiple priorities and meet deadlines	Essential
	• Ability to work collaboratively as part of a team and independently when required.	
	• A commitment to inclusive education and the principles of equality and diversity.	

Person Specification

Key Skills	• A reflective practitioner who is committed to continuous improvement	Essential
	• Empathy, patience, and a genuine passion for supporting children with SEND.	Essential
	• Resilience and the ability to remain calm under pressure.	Essential
	• A proactive and solution-focused approach to problem-solving.	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



Part of the Ted Wragg TRUST

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 t**ransform 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**



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



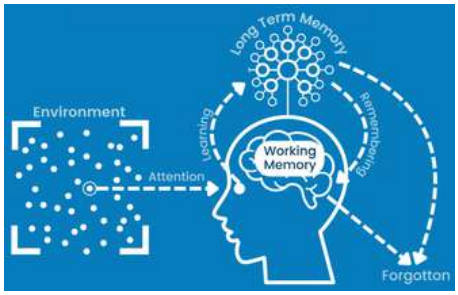
Thrives in a complex system



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
- 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
- cyclescheme.co.uk 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.

18
Total number of schools
(Mar 2025)

15,449
Total number of students
(Mar 2025)

2,196
Number of employees
(Mar 2025)

October 2013
Isca Academy

September 2015
Cranbrook Education Campus

May 2016
St James School

April 2017
Exwick Heights Primary School

March 2018
West Exe School

March 2019
Whipton Barton Infant and Nursery School
Whipton Barton Junior School

February 2020
St Luke's Church of England School

April 2020
Marine Academy Primary
Marine Academy Plymouth

January 2021
All Saints Academy Plymouth

February 2021
Queen Elizabeth's School

January 2022
Lipson Co-Operative Academy

March 2023
Sidmouth College

July 2023
Honiton Community College

September 2023
Matford Brook Academy

March 2025
Exmouth Community College

July 2024
Tor Bridge High