



Part of the
**Ted
Wragg** TRUST

Honiton Community College

SENDCo



“Success for
all”



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Key Details

Salary	L3-L7	Location	Honiton Community College
Hours	Full Time	Interviews	Monday 15 Dec 2025
Closing date	Wednesday 10 Dec 2025	Required from	APRIL 2026

Our students leave College as confident, ambitious and successful young people, keen to engage with the world of tomorrow.

How to apply

For an informal conversation about the position please contact Nicola Turner at Nicola.Turner@honiton.college

An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy> or click on the apply now button



The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.



About Honiton Community College



At Honiton Community College, we believe that education is about more than just academic success—it's about building a strong, supportive community where students and staff thrive together. As a Community College, we are deeply connected to our local area, ensuring that our school is a place where everyone belongs.

Our Values: Kindness, Curiosity, and Resilience

These values shape everything we do, from our approach to teaching and learning to the way we support and develop our staff. We foster a culture where students and teachers feel safe, valued, and inspired to achieve their best.

Why Join Us?

A School at the Heart of the Community

Community is at the core of our identity. We are proud to be part of the Honiton Learning Community, working in partnership with local schools, businesses, and organisations to create opportunities for our students. We are outward-facing, always looking for ways to enrich the lives of those we serve.

A Culture of High Expectations and Support

We believe that great teaching flourishes in disruption-free classrooms. Our clear and consistent behaviour policies allow teachers to focus on what matters most—engaging and challenging students in their learning.

Outstanding Professional Development

We are committed to the growth of our staff through our Growing Great People strategy which incorporates a comprehensive CPD package, which includes, but is not limited to:

- A weekly coaching programme to support continuous improvement
- Deliberate practice to refine and enhance teaching techniques
- Access to the TWT Institute, providing the latest research and evidence-based teaching strategies

If you are passionate about education and want to work in a supportive, community-driven school where both staff and students are encouraged to grow and succeed, we would love to hear from you.



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

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.
- Identify students with special educational needs and disabilities, assessing their specific requirements
- Develop and implement IEPs tailored to each student's needs, ensuring they receive appropriate support
- 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
- 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
- Act as an 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
- As part of the leadership team, plan for the best use of all resources across the school within allocated budgets
- Support exam entry requirements to ensure all access arrangements are in place and resourced
- Deputise for senior leaders and carry out any other reasonable duties as requested by Headteacher or Line Manager

Job Description Continued

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



HONITON
COMMUNITY
COLLEGE

Ted
Wragg
TRUST

Person Specification

Qualifications

- Qualified Teacher Status
- Good honours degree
- National Award for SEN Coordination (NASENCO)/NPQSEN or willingness to complete this within 1 year of appointment.
- Evidence of professional development particularly in relation to SEND

Experience

- Proven experience in teaching and working with children with special educational needs and disabilities.
- Experience in leading and managing staff, including delivering training and professional development.
- Experience in developing and implementing Individual Education Plans (IEPs) and other support plans
- In-depth knowledge of the SEND Code of Practice and relevant legislation
- Awareness of the latest research and best practices in SEND education
- Application of effective teaching and learning strategies for pupils with SEND

Key skills

- Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, parents, staff, and external agencies.
- Strong leadership and management skills, with the ability to inspire and motivate others.
- Ability to assess and monitor pupil progress and use data to inform interventions.
- Strong organisational skills, with the ability to manage multiple priorities and meet deadlines.
- 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.
- A reflective practitioner who is committed to continuous improvement
- Empathy, patience, and a genuine passion for supporting children with SEND.
- Resilience and the ability to remain calm under pressure.
- A proactive and solution-focused approach to problem-solving.

Values

- **Ambitious:** works hard, has the highest standards and is positive for the future
- **Selfless:** is self-aware and emotionally intelligent to support self and others to thrive
- **Collaborative:** builds strong relationships and networks



#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



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



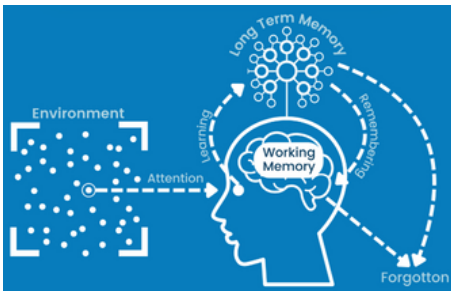
Thrives in a complex system



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:

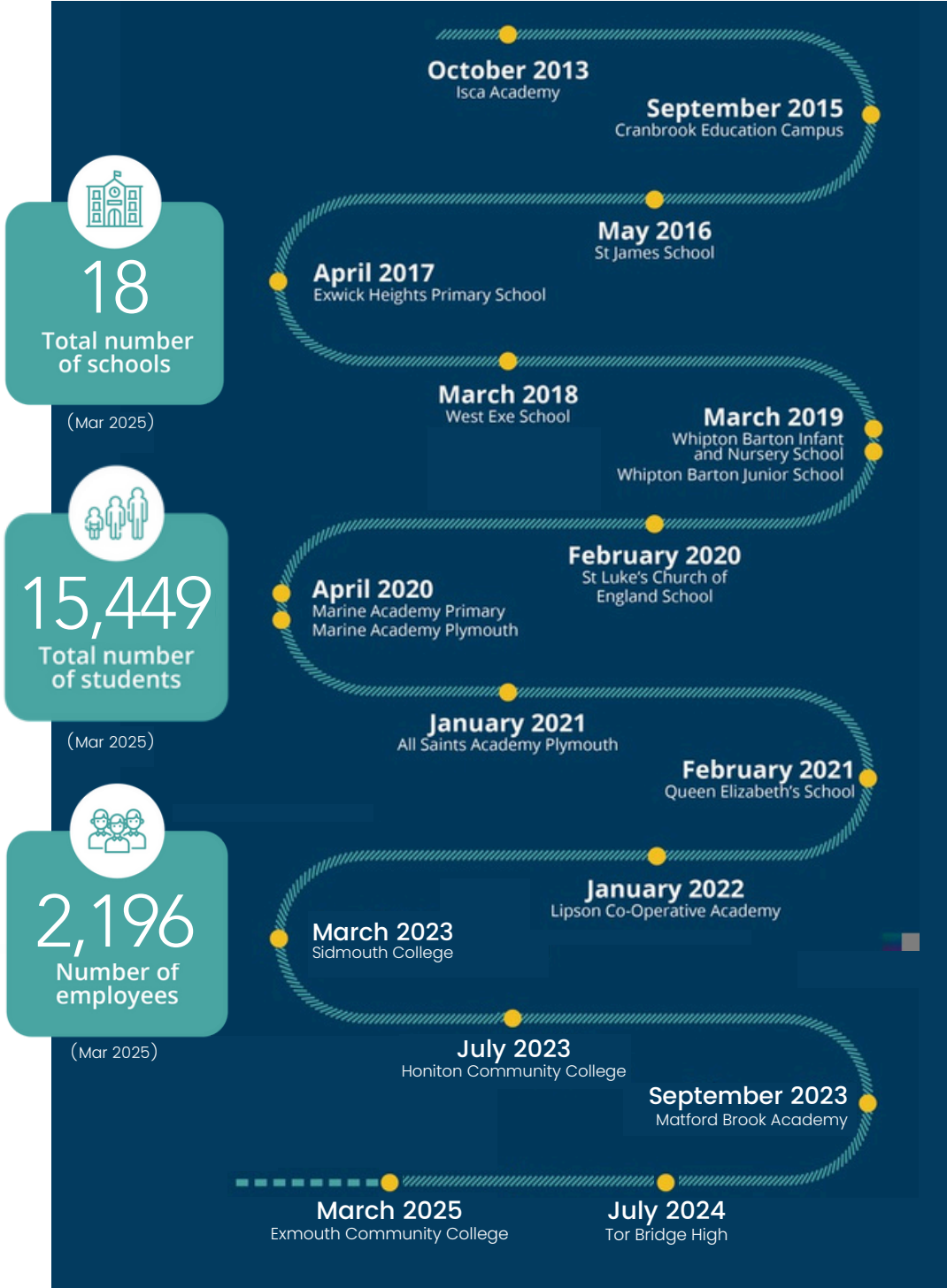
 Exceptional development and networking opportunities	 Cost of blue light cards can be claimed through expenses
 Free annual flu jab, eye test and allowance for glasses	 Exclusive discounts, cashback and vouchers
 Free, confidential employee helpline. Available 24-7 through Health Assured	 Access to Wisdom app to support your mental health
 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.





Part of the
**Ted
Wragg** TRUST

Thank you for your
interest in working
for us!

