

Isca Academy

Senior Deputy Headteacher

Quality of Education



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

L18 - L21

Location

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

Hours

Monday - Friday

Interviews

20th/ 21st October 2026

Closing date

15th October 2026

Required from

January 2027

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 or to book a tour to see us in action, please contact Alaska Barrett at alaska.barrett@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

- Responsible for whole school academic outcomes
- Maximising all students' potential and empowering them to become enthusiastic and independent learners.
- Develop an outstanding curriculum which meets the needs of all students.
- Ensure that teaching and learning is inspiring, innovative, engaging and personalised.
- Be responsible for monitoring and evaluating the performance of students and all teaching staff and lead the formation and delivery of improvement strategies where required.
- Ensure that the Curriculum is delivered through a high-quality time table, where teaching staff are deployed effectively.
- To ensure that target setting, assessment data, monitoring and reporting are used effectively across the academy to drive up standards.
- To develop and implement a framework which enables all students to make excellent progress.

Key Duties & Accountabilities

- Inspire and engage staff and students in the vision for the Academy.
- Development of an effective whole-academy learning culture.
- Successful implementation of effective teaching and learning policy.
- Rigorous monitoring of whole-academy standards for teaching, learning and assessment.
- Ensure professional development and support opportunities to ensure the highest standards of teaching and learning.
- Oversee whole academy CPD for both teachers and non-teachers.
- Contribute to policy development at Senior Leadership level.
- Ensure an outstanding learning environment which is engaging for all learners.
- Secure outstanding Teaching, Learning and Assessment across the Academy that produces outstanding outcomes for all students.
- Communicate effectively and relate positively to all stakeholders.
- Line management of the curriculum leaders including core subject.
- Ensuring the smooth day-to-day organisation and operation of the Academy; and deputise for the Headteacher in her absence, as required.
- Any other reasonable responsibilities as designed by the Headteacher.

Strategic Leadership

- Assist the Headteacher in the overall leadership and management of Isca Academy as a member and co-leader of the Academy's Senior Leadership Team.

Key Duties & Accountabilities

- Assist the Headteacher in the strategic leadership, management and operational development of the Academy.
- Assist the Headteacher in the formulation of the Academy's Improvement Plan, taking account of the agreed priorities of the Academy and how these link with national and local initiatives.
- Clearly articulate and model the Academy's vision and strategic direction, developing and implementing coherent operational plans which promote and sustain continuous academy improvement.
- Advise the Senior Leadership Team and Governors on the strategic development and improvement of standards across the Academy including planning, policy writing, advising and supporting other staff.
- Contribute to the development of whole-academy policy.
- Monitor and evaluate the quality of teaching and learning within the Academy and report on it to SLT, Governors, our Trust Board, the LA and Ofsted, as required.

Senior Deputy Headteacher

- Provide professional leadership and management of core areas of the Academy Improvement Plan as agreed, on an annual basis, with the Headteacher.
- Take an active role in the Senior Leadership Team, contributing to the development of identified areas leading to highest standards of teaching, effective use of resources and improved standards of learning and achievement for all children.
- Oversee Planning for Success.
- Identify and pursue leadership and management development opportunities (to be agreed and negotiated with the Headteacher).
- Contribute to the Academy's on-going self-evaluation cycle and quality assistance procedures across the Academy.
- Draft workplace policies, procedures and practice, ensuring that the policies take account of statutory requirements and national and local priorities and promoting collective responsibilities for their implementation.
- Prepare reports for Governors' meetings.
- Be a positive role model in all aspects of leadership, management, teaching and learning to students and staff.
- Participate in the day-to-day management of the Academy by being a visible and effective presence and contributing to the duty rota.
- Develop and present a coherent, understandable and accurate account of the Academy's performance to a range of audiences including Governors and parents / carers.
- Work with the Governing Body (providing information, objective advice and support) to enable it to meet its responsibilities.
- Work with the Headteacher to build a professional learning community which enables others to achieve.

Strengthening Community

- Work with the Headteacher to collaborate with other schools and organisation's in order to share expertise and bring positive benefits to ours and other schools.
- To work collaboratively with the Headteacher at both strategic and operational levels with parents / carers and across multiple agencies for the wellbeing of all children.

Operational

- Develop policies that promote the highest standard of teaching and learning.
- Ensure both CPD and Planning for Success processes support staff to achieve the highest standards for our children.
- Oversee the development of the curriculum.
- Chair meetings and set agendas for curriculum leaders' meetings.
- Work with other members of the Senior Leadership team to formulate aims, objectives and strategic plans for teaching and learning, reflecting the needs of the Academy.
- Keep up-to-date with national developments in the teaching, learning and curriculum area and attend relevant training.
- Oversee the analysis of teaching, learning and assessment data and action plan accordingly.
- Identify teachers' professional development needs facilitating and leading training as required.

Personnel Management

- Responsible for the efficient and effective management and deployment of personnel.
- Lead the vision for teaching, learning and assessment within the Academy.
- Lead, direct and manage the curriculum leaders.
- Guide and motivate the curriculum team, addressing any training and development needs.
- Undertake staff appraisals and performance management, as required.
- Provide personal professional guidance to colleagues with the aim of securing highest quality teaching and support for students with additional needs.
- Identify training and development needs of all staff and support development within the financial parameters of the budget.
- Participate in the recruitment of personnel and ensure effective induction of new staff.
- Provide related professional guidance to South West Teacher Training students and ITT students from other training establishments as required.
- Promote and maintain good communication with all stakeholders, including external agencies.
- Coach and develop staff, providing training as appropriate.
- Set stretching targets for the whole-academy with a focus on narrowing any attainment and progress gaps.

Quality Assurance

- Establish and reinforce the agreed standards of excellent practice.
- Monitor and evaluate performances against Academy, local and national performance indicators.
- Monitor the quality of teaching, learning and assessment in line with the requirements of self-evaluation and the Academy Improvement Plan.

Meetings - Attendance at:

- Senior Leadership Team meetings.
- Relevant Team Leader meetings.
- Governor /Trustee meetings, on request.

Person Specification

Essential Criteria

Essential Criteria

- Qualified Teacher Status (QTS).
- Significant experience of working with secondary-aged students.
- Strong interpersonal, organisational and communication skills.
- Ability to build positive relationships with students, families, staff and external stakeholders.
- Significant experience of leading teaching and learning, curriculum development and/or quality of education within a secondary school setting.
- Comprehensive understanding of curriculum, assessment, teaching and learning, literacy and evidence-informed practice, with a proven ability to use data to improve student outcomes.
- Proven ability to evaluate the quality of education and implement effective strategies for sustained school improvement.
- Understanding of safeguarding and child protection procedures.
- Ability to analyse student and school performance data and implement effective interventions.
- Commitment to inclusion, equality and raising aspirations for all students.

Desirable Criteria

Desirable Criteria

- Previous experience as a senior leader.
- Successful experience of leading teams, managing staff and securing improvement through effective performance management, coaching and professional development.
- Strong knowledge of curriculum design, assessment, quality assurance, literacy and evidence-informed teaching strategies that improve student outcomes.
- Evidence of professional development in leadership, curriculum development, teaching and learning, assessment, quality of education or school improvement.

Working Conditions

- Full teaching timetable may apply alongside strategic leadership responsibilities, with a focus on quality of education, teaching and learning and curriculum development.
- Attendance at evening events, meetings and school functions may be required.
- The role will require active participation in the day-to-day leadership of the Academy, including responding to urgent operational, pastoral and safeguarding matters as required.



#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

Love coming to work



Experience high quality development



Inspire others



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



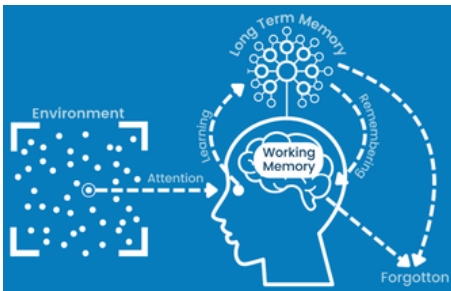
Thrives in a complex system



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.

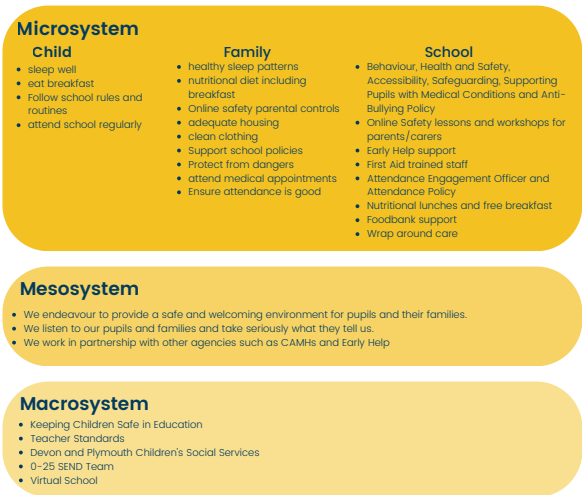


Key Concept: Every Child Succeeds



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.



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:

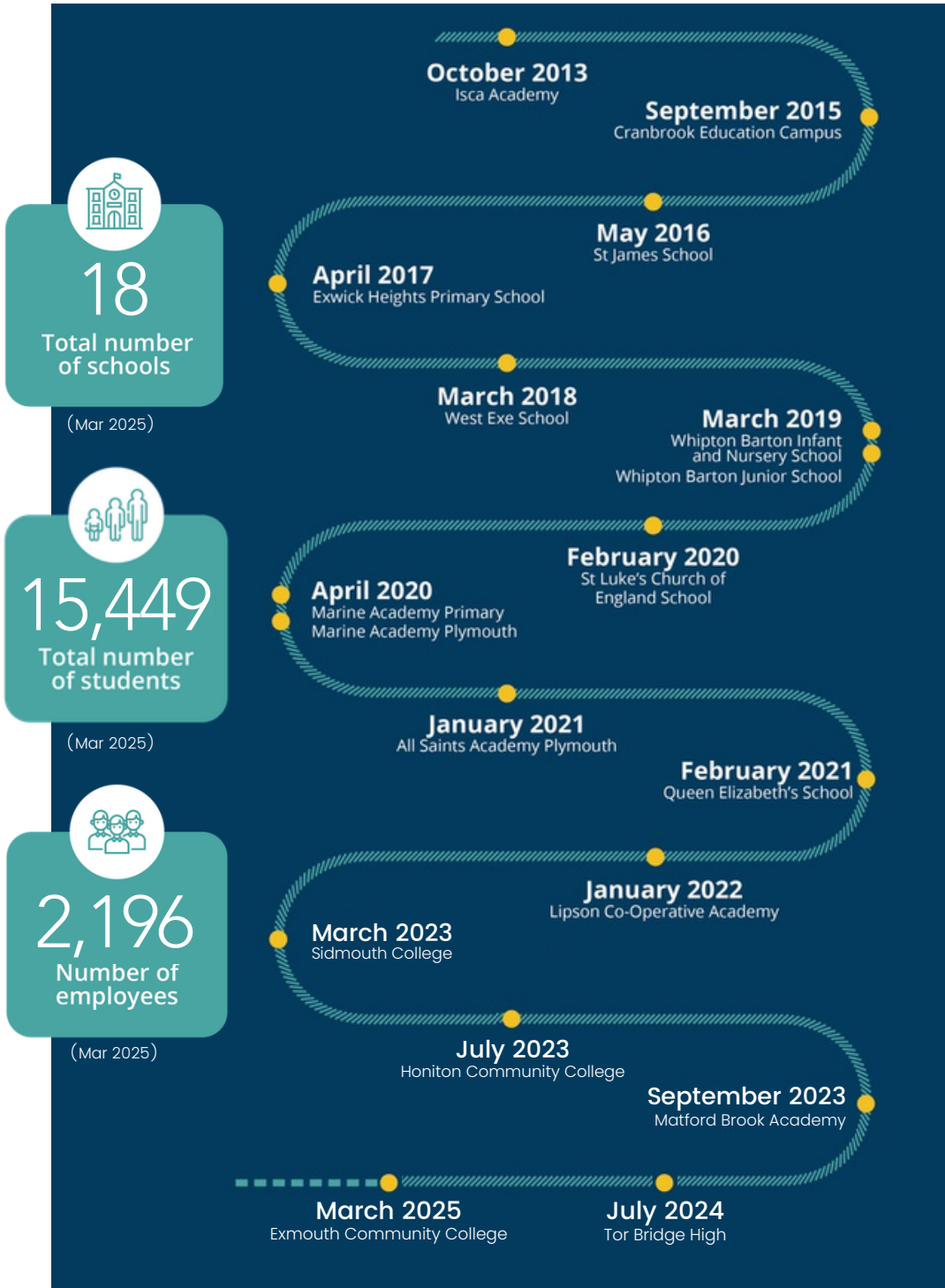
 Exceptional development and networking opportunities	 Cost of blue light cards can be claimed through expenses
 Free annual flu jab, eye test and allowance for glasses	 Exclusive discounts, cashback and vouchers
 Free, confidential employee helpline. Available 24-7 through Health Assured	 Access to Wisdom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





ISCA
ACADEMY

Part of the

Ted
Wragg TRUST

Thank you for your
interest in working for
us!

