



Part of the
**Ted
Wragg** TRUST

Exmouth Community College

Specialist Base Lead Teacher

Our Vision is to enable our students to **flourish** through our core values of **Belonging, Ambition** and **Responsibility**.



Please note that we are currently advertising for two similar roles; one for a **Lead Teacher of our in-school Alternative Provision and another for the **Lead Teacher of a new Specialist Base**. These both represent brilliant opportunities to shape and grow provision for students in the Exmouth Community. There are similarities across both roles, but also some key differences in remit, student profile and structures.

We would encourage candidates interested in either or both roles to have a conversation with Heather Lee-Joy, Director of SEND at ECC (Heather.Lee-Joy@exmouthcollege.devon.sch.uk), or Matt Bindon, Trust Lead for Alternative Provision and Specialism (matt.bindon@tedwraggtrust.co.uk)

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Key Details

Salary L1-5

Hours 1.0 F.T.E

Location Exmouth, Devon

Closing date 20th April 2026

Required from ASAP/Flexible 2026

Interviews 29th April 2026

How to apply

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

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

A handwritten signature in blue ink, appearing to read 'Tom Inman', written over a light blue horizontal line.

Headteacher

Specialist Base Lead Teacher

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 for all our pupils and challenge the educational and social disadvantage in the South West.
- We are excited to appoint an incredible candidate to become our Specialist Base Lead teacher from this summer at Exmouth Community College (ECC). The SEND Base at ECC will support students with communication and interaction and/or social, emotional and mental health needs as the primary area of need on their EHCPs. The Base will be a full time provision that will work with up to 20 students in a dedicated area of the college, designed to meet the needs of every learner, with an aspiration for pupils to build the independence to access wider aspects of school life. As part of the wider responsibility within this role, we are looking for the right candidate to work with the wider Exmouth community, to provide targeted outreach-supporting local primary schools and pupils with a range of needs similar to the pupils who will be attending the Base.
- We believe the Base model is the start of a locality based system change in how local children can receive high quality specialist support, whilst remaining in their local communities removing the need to travel long distances to specialist settings.



Specialist Base Lead Teacher

Job Description

Your Responsibilities

- Live our mission and values every day.
- In accordance with schemes of work, plan, deliver and review lessons which are appropriate to the age and ability of the pupils, to facilitate progression in pupils' learning.
- Ensure that teaching is broad, balanced, relevant, motivational and appropriately adapted in order to maximise the academic potential of all pupils.
- Facilitate the exceptional progress and wellbeing of any individual or group of pupils; target individual pupils' needs in lessons.
- Promote and maintain pupil regulation in accordance with the rules and behaviour policy of the academy and the Base.
- Effective use of formative and summative assessment to drive planning.
- Provide feedback that moves learning forward.
- Support pupils throughout the day by fulfilling pastoral responsibilities.
- Consistently implement all trust policies and contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a designated safeguarding lead.
- Carry out any other reasonable duties as requested by Headteacher or Line Manager.
- Lead the day to day operations for students and staff in the Base, including the daily timetables and deployment of the Base team.



Specialist Base Lead Teacher

Job Description

Your Responsibilities

- To work in partnership with the team who work in the ECC Lighthouse and maximise opportunities for cross provision working, to create structural resilience and cross provision benefits for all pupils.
- Plan, lead and oversee the curriculum and teaching in the Hub, including accreditation pathways where appropriate.
- Oversee the quality of teaching, learning and assessment in the Hub to ensure a high quality offer for all students.
- Lead on and deliver adaptive teaching, providing high levels of support for students and training for staff that work in the Base.
- Be responsible for the annual reviews for all Base students.
- Have oversight of interventions and additional support required for each learner to meet their EHCP targets and fulfill their potential.
- Ensure all students have up to date tracking and progress information about their academic and social outcomes in the Base.
- Regularly report progress and key outcomes data to senior leaders, families and the LA, on an agreed feedback schedule.
- Support all students to engage in their learning and manage their behaviour in line with the policies and processes of the Base.
- Working collaboratively with families, external professionals, and other support networks.
- Provide training and CPD for all staff that work with students in the Base.

Specialist Base Lead Teacher

Job Description

Your Responsibilities

- To provide and oversee pastoral care and personal development for students attending the Base.
- Ensure that all teacher standards are met.
- To implement Trust, ECC and Base policies.
- Act as DSL for students in the Base and work with the ECC safeguarding team, when additional support and guidance is required.
- To provide line management for Base staff, and work with ECC SLT to ensure effective integration into the ECC school community.
- To ensure that the sensory experience and environment in the Base is conducive to learning and regulation.



Specialist Base Lead Teacher

Person Specification

Qualifications

- Qualified Teacher Status Essential
- Good honours degree Essential
- Further CPD or relevant qualifications relating to ASC/SEMH Desirable
- NPQ SEND Desirable
- Drivers License and use of own car Essential

Experience

- Values driven Essential
- Strong teaching ability – demonstrated through previous experiences Essential
- Working in areas or school communities with high levels of SEND and/or deprivation Desirable
- Teaching experience in a special school or area resource base. Desirable
- Has worked as part of multi agency teams Desirable
- Has used TEACHH and Attention autism strategies Desirable

Key Skills

- Able to fulfil all aspects of the role with confidence and fluency in English Essential
- Excellent subject knowledge Essential
- Understanding of the secondary curriculum
- Effective use of formative assessment Essential
- Adaptive teaching that challenges and supports all Essential
- Ability to receive and act on feedback Essential
- Commitment to safeguarding
- Desire to develop yourself Essential
- Exceptional ability to build relationships with students and support them to regulate Essential

Specialist Base Lead Teacher

Person Specification

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





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 **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



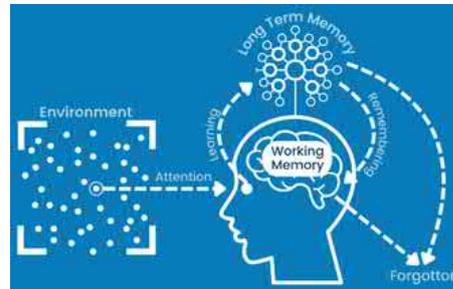
Thrives in a complex system



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:

The infographic consists of 12 rounded rectangular boxes arranged in a 6x2 grid, each containing an icon and a text description of a benefit:

- Exceptional development and networking opportunities** (Icon: Three stylized human figures in blue, green, and red)
- Free annual flu jab, eye test and allowance for glasses** (Icon: Syringe and pill bottle)
- Free, confidential employee helpline. Available 24-7 through Health Assured** (Icon: Blue square with a white smiley face)
- Up to 10% off all Pure Gyms** (Icon: PureGym logo)
- Up to 2 days paid emergency time off for dependants** (Icon: House with a heart inside)
- Timetabled instructional coaching for all teachers** (Icon: Two heads with gears inside)
- Cost of blue light cards can be claimed through expenses** (Icon: Blue Light Card logo)
- Exclusive discounts, cashback and vouchers** (Icon: Purple square with 'discounts for teachers' text)
- Access to Wisdom app to support your mental health** (Icon: Heart with hands holding it)
- up to the value of £2,000.** (Icon: Three icons: a car, a bicycle, and a factory, with the website 'cyclescheme.co.uk' below)
- Generous public sector pension schemes for all staff** (Icon: Clock and coins)
- Family friendly policies and flexible working opportunities** (Icon: Family silhouette with a heart)



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.

