



Part of the  
**Ted  
Wragg** TRUST

# Exmouth Community College

## Teacher of Geography

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

MPS/UPR

## Required from

Sept 2026

## Location

Exmouth, Devon

## Hours

0.6-1.0 F.T.E some flexibility

## Closing date

14<sup>th</sup> May 2026

## Contract type

Permanent

## Interviews

W/C 18<sup>th</sup> May 2026

## How to apply

For an informal conversation about the position please contact the ECC Recruitment Team at [Recruitment@exmouthcollege.devon.sch.uk](mailto: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 black ink, appearing to read 'Tom Inman'. The signature is fluid and cursive, written over a light blue horizontal line.

Headteacher

# Teacher of Geography

## Job Description

### Purpose of the job

The College is currently seeking a qualified teacher to take on a role teaching Geography. The successful applicant will be expected to provide outstanding teaching and learning of Geography to ensure high attainment of students. The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

We have flexibility to offer around 0.6–1.0 F.T.E. Please state your preferred FTE range within the Supporting Statement section of your application.

### Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the Geography Faculty.
- Contribute to the effective working of the Geography Faculty.
- Participate in faculty CPD and undertake professional development as identified.

### Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Head of Faculty needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

# Teacher of Geography

## Job Description

### Intro to the Geography Faculty

#### Staffing

The Geography Faculty consists of six specialist teachers who work collaboratively as a highly effective team. All staff contribute actively to the planning, development and review of Schemes of Work and shared resources, ensuring consistency and high standards across all key stages. The faculty has a strong sense of team spirit, with regular opportunities for collaborative planning, peer support and the evaluation of teaching and learning. This reflective approach enables the faculty to continually refine practice and respond effectively to curriculum developments and student needs.

#### Accommodation and Resources

Geography is taught on a dedicated floor within the school, providing a clear identity for the department and a stimulating learning environment. All classrooms are equipped with smart screens, allowing staff to make effective use of digital resources, interactive activities and high-quality visual materials. The faculty benefits from a wide range of up-to-date resources, including textbooks, case study materials and fieldwork equipment, which support both classroom learning and independent study.

#### Curriculum and fieldwork

At Key Stage 3, students receive three lessons of Geography over a two-week cycle. The KS3 Schemes of Work have been extensively revised to ensure strong progression in both geographical knowledge and skills, with some units delivered through structured booklets to support learning and assessment.

At Key Stage 4, students follow the AQA GCSE Geography specification. The course includes a strong fieldwork component, with students undertaking local fieldwork on Dartmoor and within Exeter, allowing them to apply theoretical knowledge to real-world contexts.

In Post-16, students study Geography through the Edexcel GCE specification. The course offers a rich and varied fieldwork programme, including urban fieldwork in Birmingham, coastal fieldwork at Budleigh Salterton, and a study of rural regeneration in Cornwall. These experiences help to develop advanced analytical, evaluative and enquiry skills.

The faculty also actively supports the work of the Geographical Association, engaging with local GA events and encouraging student participation in essay competitions, thereby fostering wider academic interest and enrichment in Geography.

# Person Specification

Attributes will be assessed via the application, certificates, interview, assessment, observation and references.

Attributes	Essential	Desirable
<b>Classroom Teacher:</b>		
<b>Qualifications</b>		
Qualified to degree level in Geography, or related subject specialism	X	
Qualified teacher status	X	
Ability to teach GCSE / L2 and A Level / L3	X	
<b>Teaching Experience</b>		
Successful experience of teaching Geography in a placement or a previous school	X	
Proven track record of raising attainment in a positive classroom environment	X	
<b>Teaching Standards</b>		
Set high expectations which inspire, motivate and challenge students	X	
Promote good progress and outcomes by students	X	
Demonstrate good subject and curriculum knowledge	X	
Plan and teach well structured lessons	X	
Adapt teaching to respond to the strengths and needs of all students	X	
Make accurate and productive use of assessment	X	
Manage behaviour effectively to ensure a good and safe environment	X	
Fulfil wider professional responsibilities	X	
<b>Personal Qualities</b>		
Adaptable, flexible and creative	X	
Excellent written and oral communication skills	X	
Confident user of ICT	X	
Awareness and understanding of data protection and confidentiality	X	
Able to take responsibility and show initiative	X	
Enthusiastic and inspiring	X	
Ability to command respect	X	
Ability to work actively, productively and flexibly as part of a team	X	



# 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/workwith us](http://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



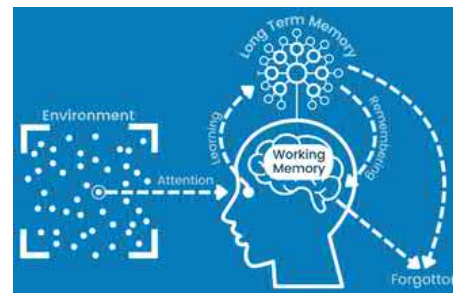
Thrives in a complex system



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:

 <p>Exceptional development and networking opportunities</p>	 <p>Cost of blue light cards can be claimed through expenses</p>
 <p>Free annual flu jab, eye test and allowance for glasses</p>	 <p>Exclusive discounts, cashback and vouchers</p>
 <p>Free, confidential employee helpline. Available 24-7 through Health Assured</p>	 <p>Access to Wisdom app to support your mental health</p>
 <p>Up to 10% off all Pure Gyms</p>	 <p>up to the value of £2,000.</p>
 <p>Up to 2 days paid emergency time off for dependants</p>	 <p>Generous public sector pension schemes for all staff</p>
 <p>Timetabled instructional coaching for all teachers</p>	 <p>Family friendly policies and flexible working opportunities</p>



# 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.

