



Part of the  
**Ted  
Wragg** TRUST

# Tor Bridge High

## Teacher of PE & Science

“This may be the most remarkable 12-month transformation I have yet seen in a school ”

Trust Review December 2024



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# Key Details

**Salary** MPS/UPS

**Location** Tor Bridge High

**Hours** FTE 1.0

**Interviews** Wed 21st May 2025

**Closing date** Mon 19th May 2025

**Required from** 1st Sept 2025

## Our Mission:

To transform lives and strengthen our communities to make the world a better place.

## Through our Values:

Courage ~ Love ~ Ambition

# How to apply

For an informal conversation about the position please contact Human Resource at: TBH-HR@torbridge.net or call reception on 01752 207907

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



# About Tor Bridge High



Thank you for your interest in joining Tor Bridge High at this exciting time in our journey. As the most improved school in Plymouth, we are building something special—rooted in our values of Courage, Love, and Ambition.

Tor Bridge High is an outstanding site with excellent modern facilities and resources, having been rebuilt in 2012. We are a truly unique community school with close partnerships between our outstanding on-site primary school, Tor Bridge Primary; Special school, Cann Bridge; alongside Plymbridge nursery, which a number of staff use. Our School is a well-established secondary school, with a thriving sixth form. We have 1,170 keen learners and a thriving community which includes everything from our on-site Estover library, Patriots Basketball team, the Soundhouse Arts provision and our Sports Community Hub. We have been oversubscribed consistently for many years and value our community links.

We are looking for an exceptional Science Teacher to be part of our growing great people strategy. With a comprehensive 6th form A-level offer, teaching Physics OR Chemistry at this level would be an advantage, but recruitment is not just about subject knowledge, it's about finding the right people, with the right values to fit in our team. This is an opportunity to share not only a passion for teaching science, but a desire to build positive relationships in the classroom and within our wider community. We need someone who demands the highest of expectations for our students, combined with the warmth to ensure that every student feels a true sense of belonging.

We would welcome applications from experienced and newly qualified teachers.

Tor Bridge High has a strong sense of community. If you are unashamedly ambitious for our learners, passionate, committed to providing excellent education and ready to make a real impact, we would love to hear from you.

Join us, and together, we will continue to transform lives, strengthen our community and make the world a better place





# Joining Team Tor Bridge!

Do you show **COURAGE** in every action you choose?

Do you **LOVE** inspiring people?

Are you **AMBITIOUS** about your career?

If **YES**, Team Tor Bridge is the place for you!

Here at Tor Bridge High our staff and students are driven each and everyday by our mission of making the world a better place

To achieve this we insist on:

## Relationships & Culture

- Always people first
- Connections
- Belonging

## Worklife balance

- Centralised curriculum
- Enrichment activities
- Teacher friendly assessment

## Growing Great People

- 1-1 coaching
- Trust Wide CPD Offer
- Powerful Networks

## Passion & Energy

- Love coming to work
- Celebrate achievements
- Spread joy

Are you ready to transform lives, to join an outstanding team and be the very best teacher? **Your journey starts here.**

# 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



# Job Description

## Planning, Teaching & Classroom Management

Teach allocated students by planning their teaching to achieve progression of learning through:

- Identifying clear learning and lesson outcomes and specifying how they will be taught and assessed.
- Setting tasks which challenge students and ensure high levels of interest and engagement.
- Setting appropriate and demanding expectations.
- Setting clear targets, building on prior attainment.
- Being aware of and make provision for students who are SEND, more able, PPI or who have other particular individual needs.
- Providing clear structures that are in line with TBH Teaching Principles for lessons, and maintain pace, motivation, and challenge for learners.
- The effective use of assessment to ensure coverage of programme of study.
- Effective teaching and best use of available time and resources.
- Maintaining Behaviour for Learning policies and procedures, and encouraging good practice regarding punctuality, behaviour, standards of work, rewards, and home learning.

Using a variety of teaching methods to:

- Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary.
- Use effective questioning, listen carefully to students, give attention to errors and misconceptions.
- Select appropriate learning resources and develop study skills through library, ICT, and other sources.
- Ensuring students acquire and consolidate knowledge, skills, vocabulary and understanding appropriate to the subject taught.
- Evaluating own teaching critically fully engaging with the DDI process to improve effectiveness.
- Ensuring the effective and efficient deployment of classroom support.
- Liaising with the Curriculum Leader/Head of School to ensure the implementation of department policy and practice.

## Monitoring, Assessment, Recording & Reporting

- To assess how well learning outcomes have been achieved and use them to improve specific aspects of teaching.
- To assess and monitor students' work and set targets for progress.
- To assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and areas for development, inform planning, and recognise the level at which the student is achieving.
- To undertake assessment of students as requested by examination bodies, departmental and school procedures.
- To contribute to the preparation and presentation of informative reports to parents/carers.
- To undertake assessment of students and participate in the school's system reporting to parents/carers.

## School Tutor Duties:

- To be a Tutor to an assigned group of students, to undertake daily learning checks and daily Guided Reading.
- To promote the general progress and wellbeing of individual students and of the Tutor Group as a whole.
- To liaise with the Heads of Year to ensure the implementation of the school's system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved.
- To communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff.

## Other Professional Requirements:

- To promote inclusion and equality of opportunity for all students.
- To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of wellbeing and discipline of all students.
- To have a working knowledge of teachers' professional duties and legal liabilities.
- To operate at all times within the stated policies and practices of the school.
- To engage with the Tor Bridge High DDI and incremental coaching programme for teachers.
- To take account of wider curriculum developments, in school and nationally.
- To establish effective working relationships and set a good example through their presentation, and personal and professional conduct.
- To endeavour to give every child the opportunity to reach their potential and meet high expectations.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the students, school, and department.
- To contribute to the corporate life of the school through effective participation in meetings and management systems necessary to co-ordinate the management of the school.
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Academic Mentoring days and events with partner schools.

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, and where applicable, a prohibition from teaching check will be completed for all applicants.



# Person Specification

## Qualifications

Qualified Teacher Status  
Good honours degree  
Further CPD or relevant qualifications

Essential  
Desirable

## Experience

Strong teaching ability - demonstrated through previous experience  
Understanding of Exam board specifications  
Excellent classroom practitioner  
Tract record of excellent outcomes  
Working in areas or schools communities with high levels of SEND and/or deprivation

## Key Skills & Knowledge

Able to fulfil all aspects of the role with confidence and fluency  
Excellent subject and relevant curriculum knowledge  
Meeting and effectively delivery of all the teaching standards  
Understanding application of performance data and assessment for learning objectives  
Good discipline / classroom management  
Adaptive teaching that challenges and support all students  
Ability to receive and act on feedback  
Ability to self-evaluate to inform improved outcomes  
Ability and desire to make a significant contribution to the school as a whole  
Commitment to safeguarding

## Align with our Trust Values:

- **Ambitious:** works hard, has the highest of 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

# #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](http://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



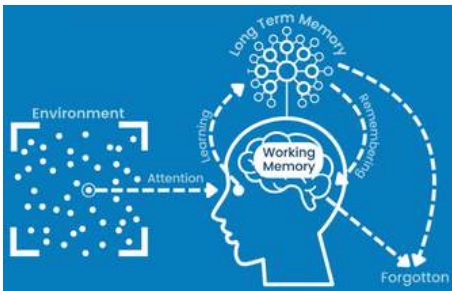
Thrives in a complex system



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.

**Microsystem**

Child	Family	School
<ul style="list-style-type: none"><li>• sleep well</li><li>• eat breakfast</li><li>• Follow school rules and routines</li><li>• attend school regularly</li></ul>	<ul style="list-style-type: none"><li>• healthy sleep patterns</li><li>• nutritional diet including breakfast</li><li>• Online safety parental controls</li><li>• adequate housing</li><li>• clean clothing</li><li>• Support school policies</li><li>• Protect from dangers</li><li>• attend medical appointments</li><li>• Ensure attendance is good</li></ul>	<ul style="list-style-type: none"><li>• Behaviour, Health and Safety, Accessibility, Safeguarding, Supporting Pupils with Medical Conditions and Anti-Bullying Policy</li><li>• Online Safety lessons and workshops for parents/carers</li><li>• Early Help support</li><li>• First Aid trained staff</li><li>• Attendance Engagement Officer and Attendance Policy</li><li>• Nutritional lunches and free breakfast</li><li>• Foodbank support</li><li>• Wrap around care</li></ul>

**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.







Part of the  
**Ted  
Wragg** TRUST

Thank you for your  
interest in working for  
us!



