



Tor Bridge High

Science Teacher

“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	Full Time 32.5 hours per week 52.143 weeks per year	Interviews	TBC
Closing date	Sunday 9 th August 2026	Required from	ASAP

How to apply

For an informal conversation about the position please contact HR@tedwraggtrust.co.uk

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 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, to the Soundhouse Arts provision and our Sports Community Hub. We have been oversubscribed consistently for many years and value our community links.



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 every day 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



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

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 carrying out the professional duties of a teacher and tutor as circumstances may require and in accordance with the school's policies under the direction of the Curriculum Leader.

To be an effective professional who demonstrates thorough curriculum knowledge, teaches and assesses effectively, takes responsibility for own professional development and supports students to make good progress and achieve.

Planning, Teaching and Class 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 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 relationships fulfilling the Relationships and Behaviour for Learning policy 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;

Your Responsibilities

Job Description

Your Responsibilities

- evaluating own teaching critically fully engaging with the DDI process to improve effectiveness;
- ensuring the effective and efficient deployment of classroom support;
- liaison 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 well-being of individual students and of the Tutor Group as a whole;
- to liaise with the Heads of Years to ensure the implementation of the school's systems;
- 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.

Job Description

Your Responsibilities

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 well-being 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 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;
- to take responsibility for own professional development and duties in relation to school policies and practices;
- to liaise effectively with parents/carers, multi agencies if appropriate and governors;
- to participate in the School's professional learning programme.

This document outlines the duties required of the post-holder for the time being to indicate a level of responsibility. It is not a comprehensive or exclusive list and from time to time duties may be varied which do not change the level of responsibility or the general character of the job.

This job description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

Person Specification

Qualifications

- Qualified Teacher Status
- Good Honours Degree
- Willingness to undertake further CPD
- Relevant Post Graduate Studies (unless 1st degree is BEd)

Essential
Desirable
Essential
Essential

Experience

- Proven ability to teach GCSE & Post 16
- Understanding of Exam Board specifications
- Excellent classroom practitioner
- Proven ability to teach with a proven record of accomplishment for accelerated progress

Desirable
Essential
Essential
Desirable

Key Skills

- Good discipline/classroom management
- Good ICT skills
- Ability to self-evaluate to inform improved outcomes
- Ability and desire to make a significant contribution to the School as a whole
- Aptitude to embrace good practice in other areas
- Excellent subject knowledge
- Understanding and application of performance data and assessment for learning objectives
- Awareness of wider educational contemporary issues

Essential
Essential
Essential
Essential
Essential
Essential
Essential
Desirable

Values

- **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



#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



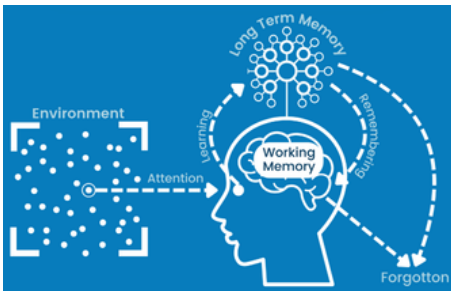
Thrives in a complex system



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.

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



Including access to their 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



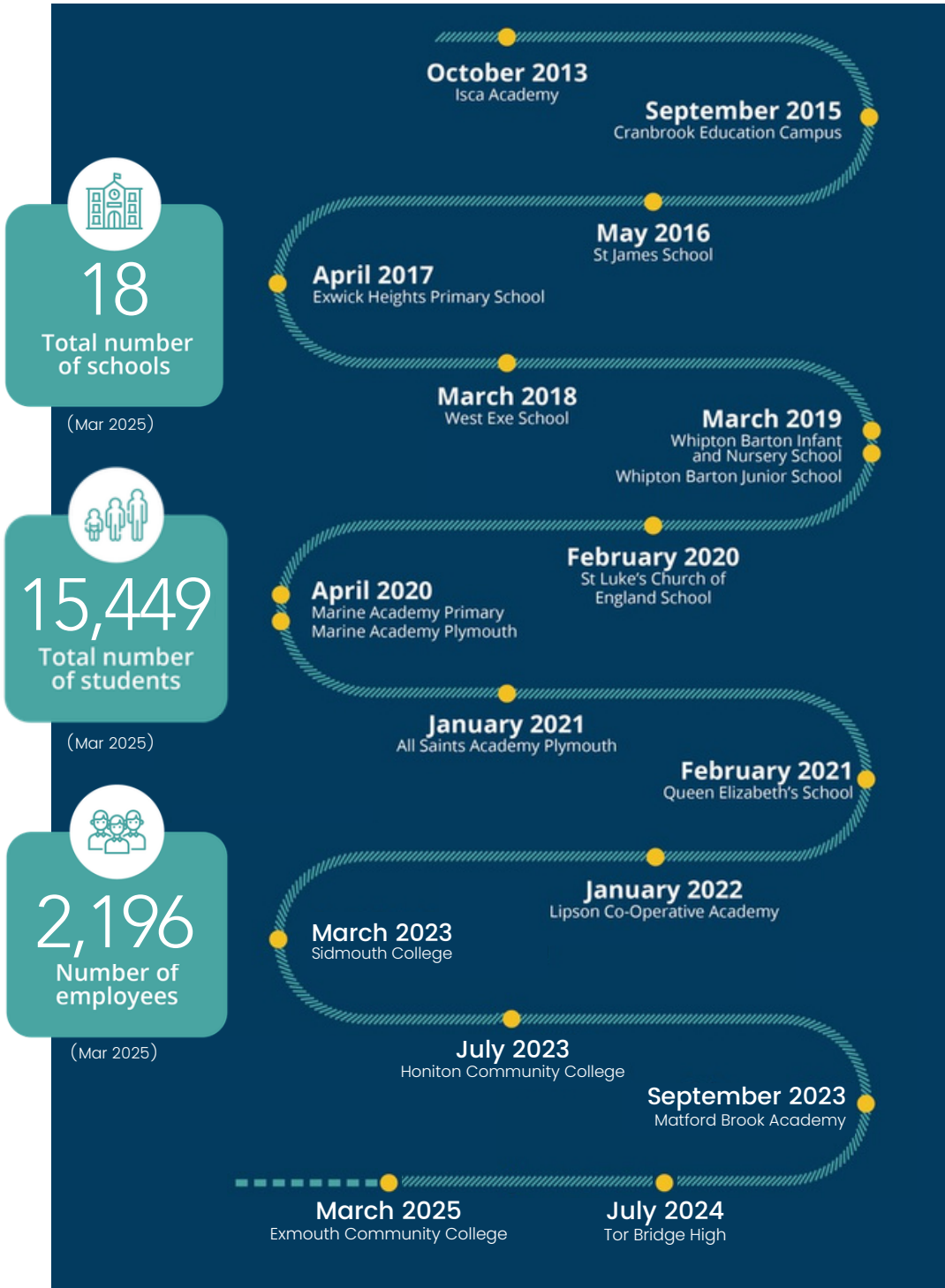
Family friendly policies and flexible working opportunities



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.





Thank you for your
interest in working for
us!

