



Part of the
**Ted
Wragg** TRUST

Tor Bridge High

Teaching Assistant

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

Trust Review December 2024



TABLE OF CONTENTS

• Key details	1
• How to apply	1
• About Tor Bridge High	2
• Why work at Tor Bridge High?	3
• A warm welcome from our CEO	4
• Job Description	5
• Person Specification	6
• #lifeattedwragg	7
• The Ted Wragg Institute	8
• Our Ted Wragg Standard	9
• Our benefits	10
• Our Trust journey	11



Key Details

Salary

NJC Grade C

£25,584 - £26,403 Pro Rata
(actual salary £18,296 - £18,881)

Location

Tor Bridge High

Hours

30 hours per week x 40 weeks

Interviews

TBC

Closing
date

12th November 2025

(we reserve the right to interview
early for the right candidate)

Required
from

As soon as possible

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

Please arrange to pop in for an informal look around our wonderful site or contact us if you have any questions.

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 committed and passionate Teaching Assistants who want to transform lives of the young people at Tor Bridge High and who demonstrate our values and ensure all students have the support to access their education within the classroom. As part of this role you will be supporting students with various special educational needs that include autism, ADHD, social, emotional and mental health to access their education.

As a Teaching Assistant you will support young people in the classroom who have a range of learning barriers whilst showing our values of Courage Love and Ambition.

If you are unashamedly ambitious for our learners, passionate, 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 leader? **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

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 supporting students to learn and flourish.
Your responsibilities	• Live our mission and values every day • Follow all safeguarding policies and procedures to protect students and maintain a culture in which students are protected and achieve the best outcomes • Support effective learning as directed, adapting resources to remove barriers and meet individual needs • Deliver pre-determined leaning and support programmes in class and in groups outside the normal classroom area • Support students access to learning adapting and utilizing appropriate resources • Monitor and evaluate and assess students as directed, recording progress and providing feedback to support continuous progress • Assist with the supervision of pupils during break, lunchtimes and after school, offering structured activities as directed • Attend to the welfare, administer medications and deliver personal care to students including those with special educations needs • Support students to understand positive behaviours and school policies, reporting any challenges to the teacher • Promote the inclusion and acceptance of all students recognizing and responding to individual needs • Support students with exams and assessments as a scribe/reader as directed by the SENDCO • Undertake tasks, including administrative activities as delegated
Grading Criteria	• Support colleagues to familiarise themselves with their role • Follow instructions and procedures which may occasionally need to be adapted to resolve routine problems • Use readily available information or assistance to resolve issues where the outcome may not be straight forward. • Undertake work carried out within clearly defined rules and make decisions from a range of established options • Make decisions which have a material effect on internal operations of their own or other departments. • Work where tasks are interchanged but the program is not normally interrupted. • Work requiring substantial physical effort with short periods of intense physical effort; or normal physical effort regularly in awkward postures. • Work may be outside or inside but with exposure to moderate noise, heat or difficult conditions • Potential risk to personal safety due to contact with clients

Person Specification

Qualifications	• Good numeracy and literacy skills with a GCSE (or equivalent) in English and Maths (grade 4 or above)	Essential
	• Relevant Level 2 qualification, or relevant experience	Essential
	• Relevant Level 3 qualification	Desirable
Experience	• Experience of working with or caring for children	Desirable
Key skills	• Excellent Communication	
	• The ability to promote inclusion and acceptance of all pupils	Essential
	• The ability to relate well to children and adults	Essential
	• The ability to work effectively in a team, with a positive and collaborative manner	Essential
	• Able to fulfil all aspects of the role with confidence and fluency in English	Essential
	• Good Microsoft Office skills (Word, Excel and PowerPoint)	Desirable
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

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.

#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



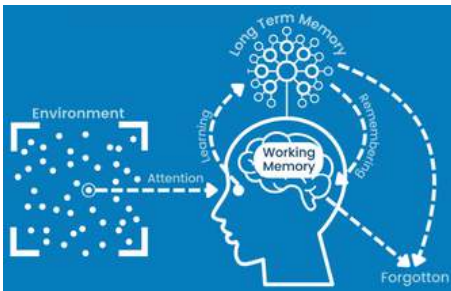
Thrives in a complex system



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
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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:

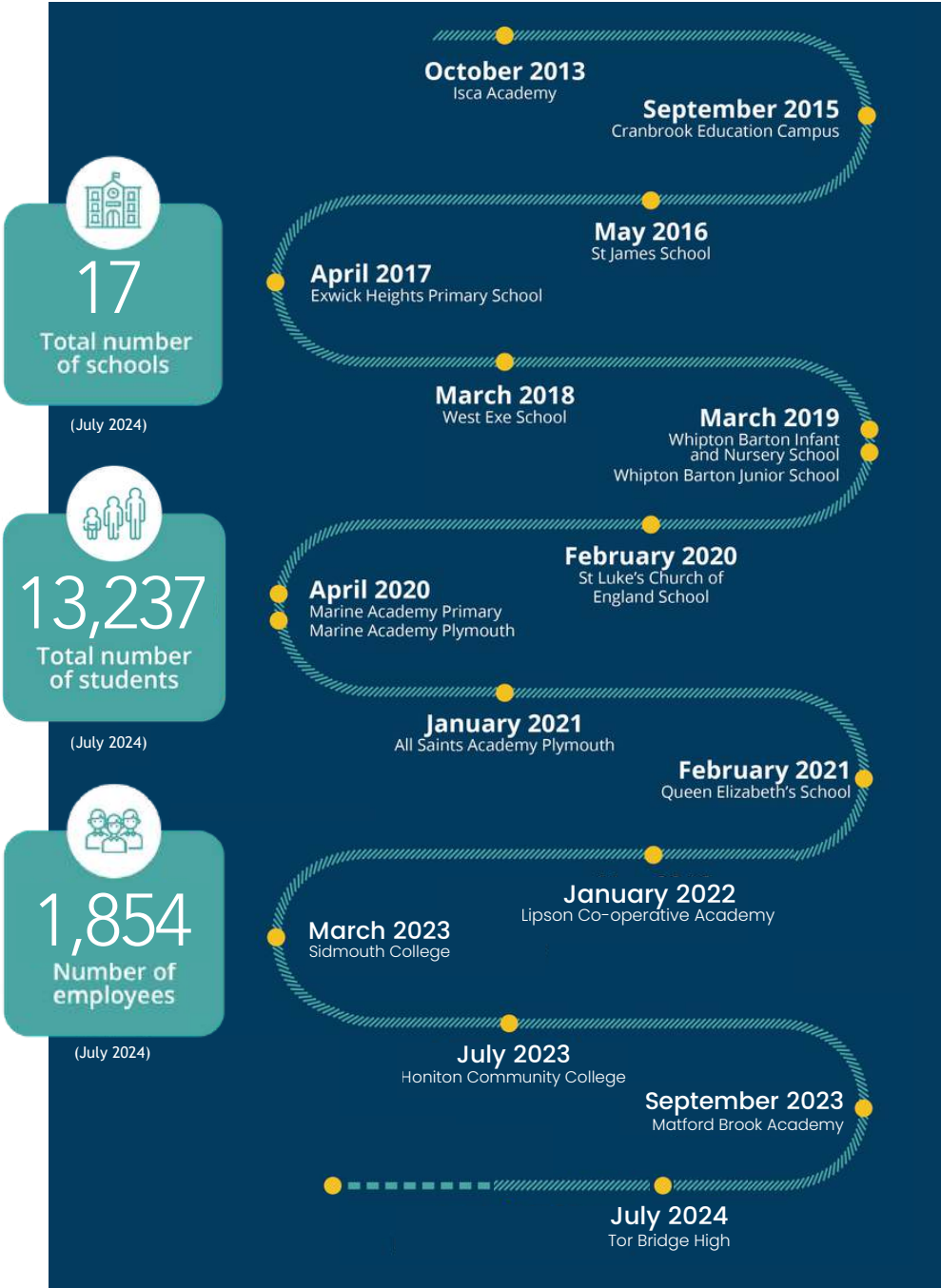
 Exceptional development and networking opportunities	 Cost of blue light cards can be claimed through expenses
 Free annual flu jab, eye test and allowance for glasses	 Exclusive discounts, cashback and vouchers
 Free, confidential employee helpline. Available 24-7 through Health Assured	 Access to Wisdom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





Part of the
**Ted
Wragg** TRUST

Thank you for your
interest in working for
us!

