



Part of the  
**Ted Wragg** TRUST

# Honiton Community College

## Vice Principal (Quality of culture)

“Success for  
all”



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# Key Details

Salary

L15 – L19

Location

Honiton Community College

Hours

Full Time

Required from

16 May 2025

Closing date

13 May 2025

Interviews

September 2025

Our students leave College as confident, ambitious and successful young people, keen to engage with the world of tomorrow

## How to apply

For an informal conversation about the position please contact Nicola Turner at [nicola.turner@honiton.college](mailto:nicola.turner@honiton.college)

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 Honiton Community College



At Honiton Community College, we believe that education is about more than just academic success—it's about building a strong, supportive community where students and staff thrive together. As a Community College, we are deeply connected to our local area, ensuring that our school is a place where everyone belongs.

## Our Values: Kindness, Curiosity, and Resilience

These values shape everything we do, from our approach to teaching and learning to the way we support and develop our staff. We foster a culture where students and teachers feel safe, valued, and inspired to achieve their best.

## Why Join Us?

### A School at the Heart of the Community

Community is at the core of our identity. We are proud to be part of the Honiton Learning Community, working in partnership with local schools, businesses, and organisations to create opportunities for our students. We are outward-facing, always looking for ways to enrich the lives of those we serve.

### A Culture of High Expectations and Support

We believe that great teaching flourishes in disruption-free classrooms. Our clear and consistent behaviour policies allow teachers to focus on what matters most—engaging and challenging students in their learning.

### Outstanding Professional Development

We are committed to the growth of our staff through our Growing Great People strategy which incorporates a comprehensive CPD package, which includes, but is not limited to:

- A weekly coaching programme to support continuous improvement
- Deliberate practice to refine and enhance teaching techniques
- Access to the TWT Institute, providing the latest research and evidence-based teaching strategies

If you are passionate about education and want to work in a supportive, community-driven school where both staff and students are encouraged to grow and succeed, we would love to hear from you.

Caroline Brothwood  
Headteacher



# 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 great people**.

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 providing high calibre teaching and learning environment, challenging the educational and social disadvantage in the South West.

## Your Responsibilities

- Live our mission and values every day
- Promote safeguarding at all times to protect students maintaining a culture in which students are protected and achieve the best outcomes
- Provide great management and strategic, supportive and challenging leadership ensuring all staff and leaders fulfil their responsibilities.
- Deputise for the Headteacher as required
- Lead on whole-school strategies to reduce workload, drive performance, inspire others and continuously improve curriculum resources through Trust and external networks
- ·Oversee the planning and implementation of whole school quality assurance with particular focus on the success of students with SEND and those entitled to pupil premium, regularly evaluating its efficacy
- Track departments stage of engagement with the Ted Wragg Standard, guiding leaders to plan for their next collaborative steps
- Ensure adaptive teaching is leading to the progress of all students and arrange interventions where this is not the case
- Be a role model, strategically designing, creating and maintaining an environment within the School where pupils and staff develop and maintain positive attitudes towards each other, teaching and learning, the environment, and the community
- ·Ensure that whole strategic planning provides equity, and values the diversity and experience of the whole school community
- Be a role model, strategically designing, creating and maintaining strategies that secure high standards of behaviour and attendance across the school
- Strategically design, create and maintain assessment, recording, reporting, and analysis frameworks for the areas you lead.
- Through great management secure improvement through continuous professional development and performance management
- Engage with external quality assurance and help prepare documentation for our Trust, school governors, Ofsted and other regulating bodies
- Working with your Headteacher, strategically plan for the best use of all resources across the school within allocated budgets
- Participate in at least fortnightly coaching analysing data to inform strategic plans
- Oversee the completion of all exam entry requirements across the school
- Support students with pastoral responsibilities and enrichment activities.
- Carry out any other reasonable duties as requested by Headteacher or Line Manager

# Person Specification

## Qualifications

- Qualified Teacher Status
- Good honours degree
- Relevant CPD e.g. NPQSL/NPQH (desirable)

## Experience

- Values driven, with experience of developing changes in school culture
- Previous middle leadership experience
- Development and management of trainee teachers/ECTs
- Leading curriculum or culture change successfully
- Incremental coaching
- Engaging positively with different stakeholders
- Effective behaviour management combined with high expectations of pupils' behaviour
- Ensure a continuous focus on student achievement using information to track and monitor the progress in every student's learning

## Key Skills

- Able to fulfil all aspects of the role with confidence and fluency in English
- Strong moral purpose and drive for improvement
- Excellent knowledge of school curriculums
- High expectations which motivate and challenge pupils and staff
- Evidence of successful leadership in a challenging/underperforming school
- Responsibility for development/improvement through significant whole school projects
- Evidence of outstanding classroom practice with evidence of high achievement
- Knowledge and understanding of current curriculum thinking and innovation
- Commitment to safeguarding

## 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](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



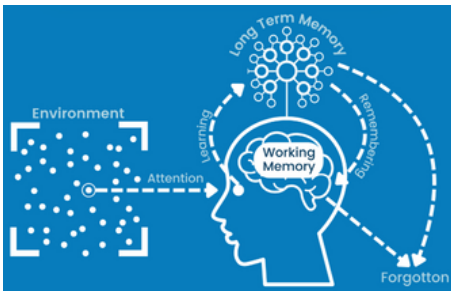
Thrives in a complex system



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.

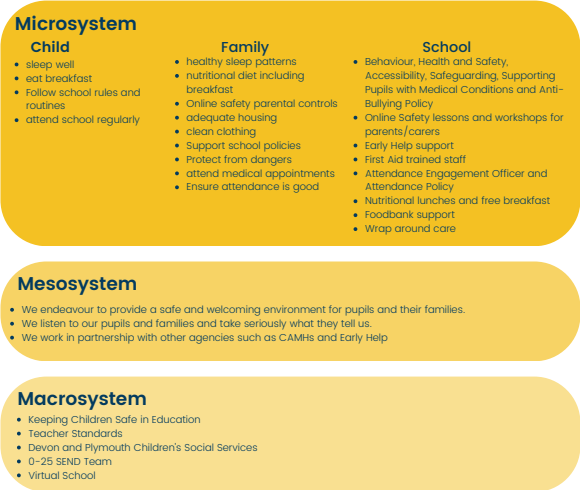


## Key Concept: Every Child Succeeds



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.



# 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.  
cyclescheme.co.uk



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

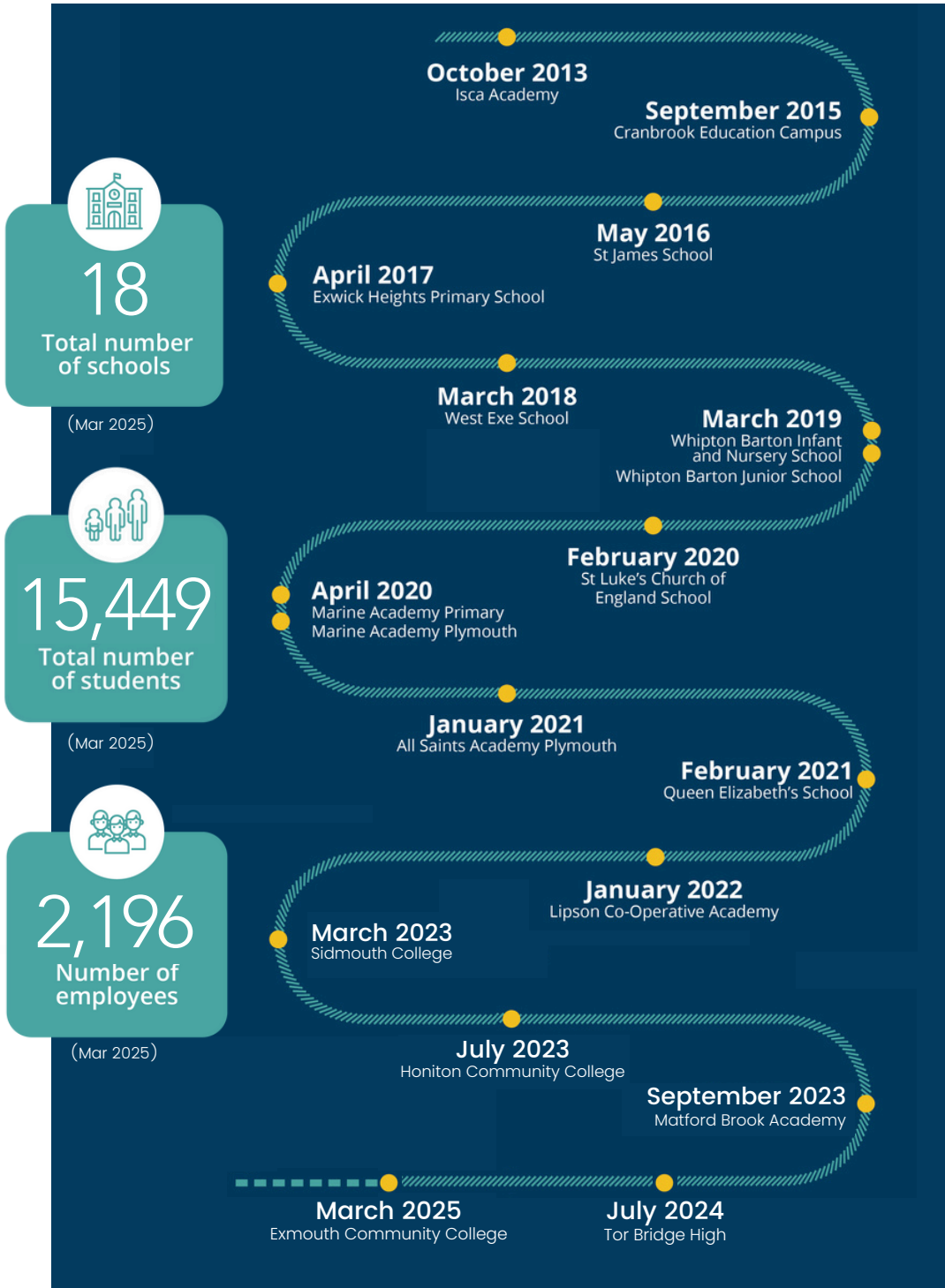




# Our Trust Journey



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!

