



Part of the
Ted Wragg TRUST

MAP Secondary

Vice Principal: Quality of Education

At MAP, we have a clear and ambitious mission: to provide every student with the opportunity to get to and through university. By achieving this, we enable all students to excel in top careers and live the best lives. Our community is built on three core values that guide everything we do: Aim High, Be Kind and Dont give up



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Key Details

Salary

L17 - L20

Location

MAP Secondary

Hours

32.5

Interviews

ASAP

Closing date

Wednesday 6th May 2026

Required from

Sept 2026

At MAP, we have a clear and ambitious mission: to provide every student with the opportunity to get to and through university. By achieving this, we enable all students to excel in top careers and live the best lives. Our community is built on three core values that guide everything we do: Aim High, Be Kind and Dont give up

How to apply

For an informal conversation about the position please contact SLT Admin at sltadmin@marineacademy.org.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 MAP Secondary



Welcome from the Principal

Thank you for your interest in joining our community at this exciting time in the journey of our school. Driven by our passion for social justice, we are incredibly proud to have recently been rated 'Good' by Ofsted, and are now striving to become a beacon of national excellence, eager to redefine what is possible in education. Our mission is ambitious yet clear: to provide every student with the opportunity to get to and through university. By achieving this, we empower our students to excel in top careers and live the best possible lives.

To work here, you must believe in the importance of setting the highest expectations for both student behaviour and academic achievement. We believe that exceptional conduct is crucial to maintaining a safe and happy environment for all and we support our teachers in delivering an unashamedly academic curriculum, where they teach as the subject experts in a calm, purposeful environment. Equally, we believe that joy and community are just as crucial to our school culture. We encourage all staff to create warm, positive relationships and bring moments of joy to students. Our innovative rewards and celebration systems go above and beyond those of other schools, ensuring that students feel valued and recognised for their achievements. This balance of high expectations and a joyful, supportive atmosphere helps our students reach their full potential while building a strong, connected community.

At our school, we believe that the well-being of our staff is fundamental to our success. That's why we are committed to enabling a healthy work-life balance and providing ongoing professional development for all staff, at every level and in every role. We deeply value the contributions of every member of our team, knowing that a culture of collaboration is essential to ensuring our academy continues to improve and evolve. You will also benefit from being part of the Ted Wragg Trust, an ambitious and inclusive family of schools that shares our belief in the transformative power of education. Being a part of this network enables us to collaborate with some of the best leaders, teachers, and communities, further enriching our educational environment and enhancing the opportunities available to both staff and students.

If you share our vision and are passionate about making a real difference in the lives of young people, we would be delighted to welcome you to our school.

Warmest Regards,

Jen Brimming
Principal



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**.

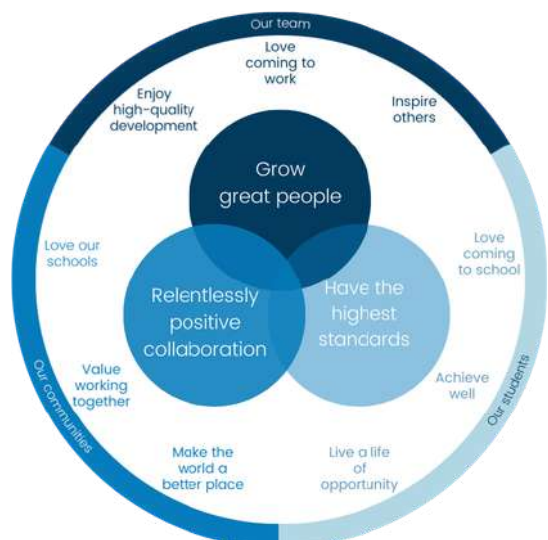
This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love through our values



How we will succeed



Job Description

Vice Principal: Quality of Education

Maths or Science Specialism

(Leadership Range 17-20)

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 a high calibre teaching and learning environment for all our pupils, and challenge the educational and social disadvantage in the South West.

Your responsibilities

- Live our mission and values every day
 - Deputise for the Headteacher as required
 - Be a strategic, supportive, challenging, and pro-active member of the School Leadership Team
 - Ensure a consistent and continuous focus on pupil achievement using information to track and monitor the progress in every pupil's learning
 - Be a role model in creating 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 strategic planning takes account of the diversity, values and experience of the school and the community
 - Challenge underperformance at all levels with effective corrective action, whilst also acknowledging and celebrating the achievements of individuals and teams
 - Contribute to the leadership and development of all areas of the curriculum ensuring to meet the needs of all pupils; work, in conjunction with subject leaders, to ensure that there are continuity and progression of learning
 - Promote and support innovative and emergent technologies to enhance pedagogy
 - Implement strategies that secure high standards of behaviour and attendance
 - Ensure assessing, reporting, and recording procedures are followed
 - Line manage a range of colleagues across the School, securing improvement through Performance Management
 - Take an active role in the Performance Management processes across the School
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- Provide, present, and promote Continuous Professional Development opportunities to ensure the professional effectiveness of teaching and associated staff members
 - Provide structured support and assessment for ECTs/RQTs and other appropriate and related Graduate Training programmes to enable them to meet the relevant professional teacher standards
 - Ensure pupils access a range of real-world learning experiences that promote growth and intrinsic motivation
 - Have a teaching commitment within the School
 - Ensure that systems and processes are well considered, efficient and fit for purpose in order to uphold transparency, integrity and probity
 - Work with our executives, other key stakeholders to ensure the school mission and strategy are clearly articulated, shared and understood by all
 - Work in effective partnership with shared services and other schools in our trust
 - Lead effective team meetings that reinforce organisational health
 - Engage fully in our trust's professional growth process to fulfil personal potential
 - Attend and lead meetings/training and carry out administrative tasks and duties as specified on our trust calendar
 - Consistently implement all trust policies and contribute to decision-making and consultation procedures

Job Reference: Deputy Headteacher

We are an **ambitious** and **inclusive** Trust of schools
strengthening communities through **excellent** education.



- Use appropriate resources, in consultation with the Headteacher through the line management of colleagues, for effective, efficient, and safe teaching and learning across the School; to include agreed budgets, staff, time, courses, development opportunities and IT equipment
- Safeguard and protect all children in collaboration with other agencies, as appropriate
- Manage own workload and that of others to support work-life harmony
- Consistently implement all trust policies
- Carry out any other reasonable duties as requested by Headteacher

Person Specification

Vice Principal: Quality of Education

Maths or Science Specialism

(Leadership Range 17-21)

Person Specification

Qualifications

• Qualified Teacher Status	Essential
• Maths or Science specialism	Essential
• Good honours degree	Essential
• Relevant CPD e.g. NPQH	Desirable

Experience

• Values driven, with experience of developing changes in school culture	Essential
• Previous senior leadership experience	Essential
• Development and management of trainee teachers/ECTs	Essential
• Leading curriculum or culture change successfully	Essential
• Incremental coaching	Essential
• Engaging positively with different stakeholders	Essential
• Effective behaviour management strategies combined with high expectations of pupils' behaviour	Essential
• Ability to anticipate and solve problems	Essential
• Ensure a consistent and continuous focus on student achievement using information to track and monitor the progress in every student's learning.	Essential
• Experience of developing underperforming colleagues	Essential
• Experience of improving academic outcomes	
• Working in areas or school communities with high levels of SEND and/or deprivation	Desirable

Key Skills

• Able to fulfil all aspects of the role with confidence and fluency in English	Essential
• Excellent subject knowledge	Essential
• Understanding of the secondary curriculum	Essential
• Effective use of formative assessment	Essential
• Adaptive teaching that challenges and supports all	Essential
• Ability to receive and act on feedback	Essential
• Commitment to safeguarding	Essential
• Desire to develop yourself	Essential
• Able to fulfil all aspects of the role with confidence and fluency in English	Essential

Job Reference: Deputy Headteacher

We are an ambitious and inclusive Trust of schools
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• Excellent subject knowledge	Essential
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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

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/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



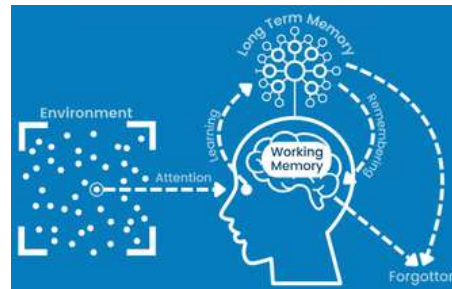
Thrives in a complex system



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.





Part of the
**Ted
Wragg** TRUST

Thank you for your
interest in working for
us!

