

Ted Wragg Multi Academy Trust



Associate Teacher (Maths or English)



TRANSFORMING LIVES THROUGH LEARNING



Ted Wragg Multi Academy Trust



1938 - 2005

Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about education in general, and Exeter in particular, and about how education can transform young people's futures.

The Trust shares Ted Wragg's passion for education and the difference it can make to social mobility, progression, self-esteem and ultimately success, in an increasingly competitive education and jobs market.

The Ted Wragg Multi Academy Trust's ambition is to raise the aspirations of young people and enable them to become fulfilled, life ready, confident and motivated citizens, able to contribute actively to a democratic society. All pupils within the Ted Wragg Multi Academy Trust, regardless of social or cultural background, are motivated to succeed and make outstanding progress because their needs are met through creative, relevant and innovative provision.

THE AIMS OF THE TED WRAGG TRUST ARE TO:

- Work in genuine partnership to strengthen schools and their communities.
- Foster a culture of positive challenge and continual school improvement.
- Provide a common sense of purpose with a focus on outstanding teaching and learning.
- Offer an excellent educational experience so that every pupil fulfils their potential.
- Encourage a rich, dynamic and purposeful range of learning opportunities for all pupils.
- Develop life-enhancing values so that pupils leave school with a sense of self-worth and determination to succeed.

The Ted Wragg Multi Academy Trust currently has seven school members, Isca Academy, St James School, the Cranbrook Education Campus, West Exe School, Exwick Heights Primary School, Whipton Barton Juniors and Whipton Barton Infants. In addition we have partnership management agreements with All Saints Academy and Marine Academy in Plymouth and St Luke's College in Exeter. We have trustees from the University of Exeter and Exeter College, as well as from local businesses.

The key aspect that makes our Trust exceptional, is that with the 'Members' we have an inspirational progression route from an Outstanding Primary, through an Outstanding FE College, to a world-class, top 100 Russell Group University.

Website: <http://www.tedwraggtrust.co.uk>



Isca Academy - Inspiration for Life

At Isca Academy we are passionate about providing high quality education for the children of this community that is tailored to meet the needs of each and every child. We are committed to providing inclusive education with an equality of opportunity for all children. We have the highest expectations of all of the staff and students, and it is our intention, by working together, to continue to raise standards, helping all students to reach their full potential and future aspirations.

Our ultimate aim is to ensure that every child has a clear, accessible progression route and is able to succeed both at the Academy and beyond in a rapidly changing society.

Our school is located on a campus with purpose-built accommodation, offering spacious and excellent teaching and learning facilities. We currently have a roll of over 1,000 students, and were full on first choices this year.

Isca Academy prides itself on being a truly comprehensive community school. Indeed, our students have a broad range of abilities and aspirations on entry, from able, gifted and talented to students needing dedicated support with literacy, physical, emotional and social skills. Our focus remains on every student in our school exceeding expectations, whatever their starting point. Beyond academic credentials, we firmly believe in the value of a rounded education which promotes creativity, resilience, self-belief and confidence, and pride ourselves on our exceptional extra-curricular, creative and personal development programmes.

We have high aspirations for all of our students and our staff team are committed to every child being given the opportunity to fulfil their potential and succeed, whatever their learning needs. You will be joining a busy, energetic and committed team of professionals working at the forefront of inclusive education.

I encourage you all to peruse our website for more information about the school and welcome anyone who wishes to visit the school to contact us at any time.

With best wishes,

Miss Aimee Mitchell

Headteacher



Isca Academy Associate Teacher

Isca Academy is seeking to appoint two Associate Teacher's; one in Maths and one in English. The post holder will work with students on a 1-1 and small group basis as well as contributing to whole class lessons.

The successful candidate will:

- Be passionate about helping students to achieve their very best.
- Be committed to the vision and values of Isca Academy.
- Have experience of working with young people.
- Be kind, patient and flexible.
- Be a positive, professional role model for staff and students, with high expectations of all.
- Have an interest in moving in to initial teacher training in the future.

Isca is a wonderful place to work and is full of staff who are dedicated to improving the life chances of every student that attends the school. We work closely with other schools in the Ted Wragg Multi Academy Trust and are part of a wider family who all believe passionately in high quality education for all.

We are committed to providing a highly inclusive, creative and engaging education with an equality of opportunity for all children. We have the highest expectations of all of the staff and students, and it is our intention, by working together, to continue to raise standards, helping all students to reach their full potential and achieve their future aspirations. The ultimate aim is to ensure that every child has a clear, accessible progression route to be able to succeed both at the Academy and beyond in a rapidly changing society.

The curriculum at Isca Academy is much more than just our lessons. It includes ethos, attitudes relationships and wider opportunities, all of which create our curriculum offer to enrich the life and development of each and every child. Our aim is to provide a broad, balanced and rigorous curriculum that meets the needs and aspirations of every child and leaves them well prepared for their future.

Our vision as a school is 'to provide high quality education for the children of our community, through both support and challenge, which is tailored to meet the needs of each and every child' and our curriculum is our vehicle to accomplish this.

Our Isca I REACH Values



Inclusion: We are all welcome at Isca Academy. We all have a right to learn and an equal opportunity to succeed.



Responsibility: We show responsibility for our learning, our equipment, our attendance and punctuality, our behaviour and our homework.



Equality: We are all entitled to a rich and positive experience at school. We treat others with respect and kindness, celebrate diversity and understand difference.



Ambition: We strive for excellence and have the highest ambitions for our time at Isca Academy, and beyond. We have the courage to lead, to challenge ourselves, to be curious, and to take risks in our learning.



Collaboration: We are part of a team at Isca Academy. We work together to achieve our best and be happy. We work with other students and staff to reach a common goal, and contribute to our community.



Honesty: We make the right choices and do what is right. We ask for help when we need it.

If you share these values and are prepared to go that extra mile to support each other and every one of our students, then we very much welcome your application for this post.

Application forms and further information are available from our website;
www.iscaexeter.co.uk or via email to recruitment@iscaexeter.co.uk

Job Description

Job Title:	Associate Teacher (Maths or English)
Location:	Isca Academy
Responsible To:	Assistant Headteacher (Maths or English)
Salary Grade:	Grade D (38hrs/week – 39 weeks/year)

1. Key Purpose of Job

The Associate Teacher is an important member of the specific subject team working to support all of our students to excel. The Associate Teacher will work with students inside and outside the classroom, supporting in a specific subject (Maths or English).

1a. Key functions of the job

- Works in partnership with teachers to deliver high quality learning experiences to pupils within the classroom.
- Works alongside teachers to design learning experiences for pupils outside the classroom, both 1:1 and in small groups that support their progress.
- Plays a role in assessing pupils' progress across lessons and learning activities.
- Takes responsibility for planning specific learning activities for individuals and groups of pupils.
- Communicates effectively with parents, ensuring that parents are informed and able to support their children's learning.
- Takes responsibility for own professional development, identifying areas for development and proactively seeking opportunities to grow.
- Coaches pupils to support their social, emotional and academic development.
- Supervises pupils at break-time and during some learning activities.
- Assists with administrative duties.
- Leads an extra-curricular activity.
- Follows all school policies, including all those related to safeguarding and pupil safety.
- Associate Teachers may take on other various responsibilities as directed by the Academy Leadership Team.
- All Associate Teachers must have Qualified Teacher Status or be willing/have a commitment to work towards this in the future.

2. Line Management Responsibilities

- None

3. Contribution to the school

- Comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person.

- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/work/aims of the School.
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the appropriate staff, to support achievement and progress of students.
- Attend and participate in meetings as directed.
- Participate in training and other learning activities as required including the schools coaching programme.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- All staff in school will be expected to accept reasonable flexibility in working arrangements and the allocation of duties, including duties normally allocated to posts at a lower responsibility level, in pursuance of raising pupil achievement and effective team working.
- All support staff may be required to assist with exam invigilation.

4. General

- Comply with and uphold all respects of the Trust's code of Practice on equality and diversity;
- Contribute to the safeguarding and promotion of the welfare and safety of children and young people with regard to the relevant documents published by the Department of Education, within any academy in the Ted Wragg Multi Academy Trust.

5. Working Environment & Conditions of the post

- This post is based at Isca Academy, but the post may be required to travel and work within any school in the Ted Wragg Multi Academy Trust.

6. Other Duties

- To undertake additional duties as required, commensurate with the level of the job.
- To participate in induction training, staff review processes and professional development opportunities.
- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

**Person Specification:
Associate Teacher (Maths or English)**

Attributes	Essential	Desirable
Education and qualifications	Able to demonstrate: <ul style="list-style-type: none"> Qualified to degree level in a relevant subject. 	Evidence of further professional study/qualification.
Relevant experience	Able to demonstrate: <ul style="list-style-type: none"> Proven experience of working with children of relevant age 	
Knowledge and Skills	Able to demonstrate: <ul style="list-style-type: none"> Interest in pursuing teacher training. Excellent communication, interpersonal and organisational skills. Excellent literacy and numeracy skills. Ability to build strong relationships with students and adults. Knowledge of a range of strategies to manage students' learning effectively. Ability to keep accurate records. Capacity to be reflective and ability to take on board and incorporate feedback. Confidence to lead lessons in at least one specific curriculum area. Ability to break down learning in manageable chunks for students. Desire to learn and grow both professionally and personally. 	
Personal Qualities	<ul style="list-style-type: none"> A strong commitment to the values and ethos of Isca Academy. A positive, professional role model for staff and students, with high expectations. An effective self-manager and independent worker, who can prioritise and adapt as required. A good sense of humour. Reliable, honest and trustworthy, demonstrating the highest professional standards and integrity. Enthusiastic and hard-working. Able to demonstrate resilience and perseverance. Flexible and adaptable to suit the school's needs. Creative and innovative. Excellent listener and communicator. A passion for helping young people develop, learn and achieve their best. Excellent attendance and punctuality. 	
Other Conditions	Ability to uphold the aims of the Ted Wragg Multi Academy Trust	