



Part of the
**Ted
Wragg** TRUST

Tor Bridge High Head of Year

“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 E
(actual salary: £26,481 -
£29,232)

Location

Tor Bridge High

Hours

37 hours x 40 weeks

Interviews

TBC

Closing
date

8th July 2026
(This job advert may close early if
sufficient applications are received.
Please apply for this job as soon as
you can, if you are interested)

Required
from

1st September
2026

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

For an informal conversation about the position please contact Human Resource at:
TBH-HR@torbridge.net or call reception on 01752 207907

An application pack can we 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 seeking an exceptional Head of Year to join our growing and ambitious team, playing a vital role in shaping a culture where every student is known, valued, and inspired to succeed. Rooted in our values of courage, love, and ambition, this role requires someone who will champion high standards while building strong, purposeful relationships, ensuring every young person feels a deep sense of belonging.

The successful candidate will combine warmth with uncompromising expectations, providing outstanding pastoral support that both nurtures and challenges. Through care, consistency, and determination, you will empower students to develop resilience, character, and a genuine love of learning, helping them to thrive both personally and academically.

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 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	<p>You will:</p> <ul style="list-style-type: none">• Live our mission and values every day• In consultation with the senior leadership team, plan, manage excellent academic and personal progress and promote the well-being of the students in the year group• Identify and act upon priorities for the year group through working with internal and external stakeholders, including parents, whilst lead a cohesive and highly effective team; completing all team appraisals and quality assurance in accordance with school policy• Implement strategies to improve pupil attendance, promote inclusion and student voice.• Support the management of behaviour within the team: overseeing and completing all duties effectively• Support pupils throughout the day by fulfilling pastoral responsibilities• Lead weekly team meetings• Work in effective partnership with other Heads of Year in our Trust - attendance at Network meetings• Report any safeguarding concerns immediately to a designated safeguarding lead• 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 or Line Manager

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	<ul style="list-style-type: none"> • Minimum of GCSEs (or equivalent) from Grades 9 - 4 in English Language and Maths. • Post 16 Level 3/'A' level qualification • First Aid or willingness to be trained • Further CPD or relevant qualification 	Essential Essential Essential Desirable
Experience	<ul style="list-style-type: none"> • Values driven • Working with children and young people • Experience of working in a pastoral role within a school • Working in areas or school communities with high levels of SEND and/or deprivation 	Essential Essential Desirable Desirable
Key Skills	<ul style="list-style-type: none"> • Able to fulfil all aspects of the role with confidence and fluency in English • Knowledge and understanding of safeguarding and child protection legislation and policies within an educational setting. • Excellent IT skills • Ability to receive and act on feedback • Commitment to safeguarding • Desire to develop yourself • Able to deal with confidential and/or sensitive information or issues • Be able to create and maintain effective partnerships with staff, parents, carers, children and the wider school community. • Ability to work with students removing the barriers to learning. 	Essential Essential Essential Essential Essential Essential Essential Essential
Values	<ul style="list-style-type: none"> • Ambitious: works hard, has the highest standards and is positive for the future. • 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. • Collaborative: builds strong relationships and networks. 	Essential Essential 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



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



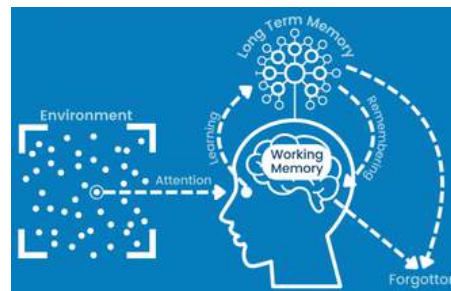
Thrives in a complex system



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:

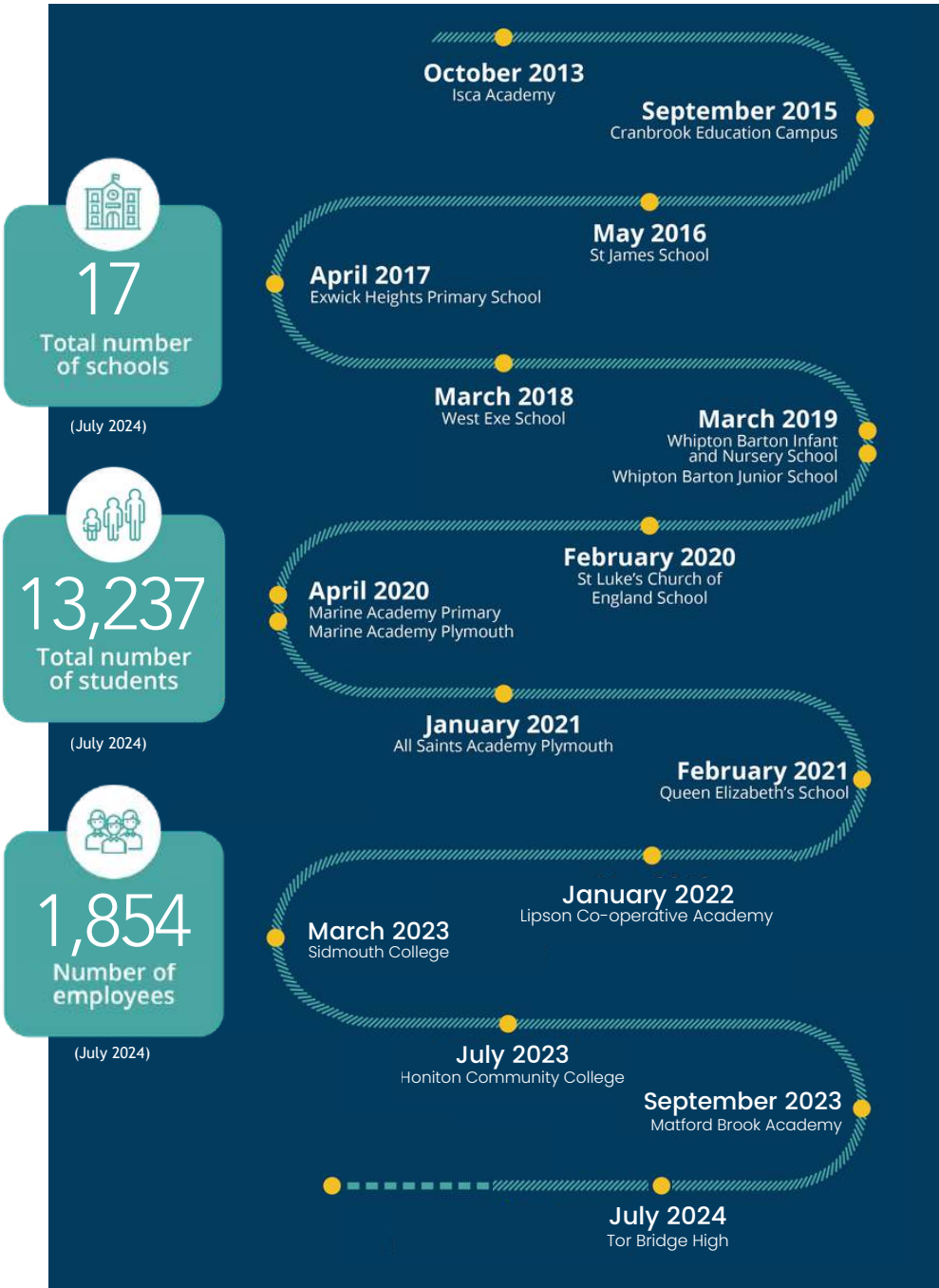
 <p>Exceptional development and networking opportunities</p>	 <p>Cost of blue light cards can be claimed through expenses</p>
 <p>Free annual flu jab, eye test and allowance for glasses</p>	 <p>Exclusive discounts, cashback and vouchers</p>
 <p>Free, confidential employee helpline. Available 24-7 through 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. cyclescheme.co.uk</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!



