

# Unlock your Potential Work at Dawlish College



# Welcome

Thank you for taking the time to consider joining Dawlish College and for your interest in the advertised position. This is a pivotal time for us as we continue to expand and raise our standards in pursuit of educational excellence.

Dawlish College is more than a school – it's a place where ambitions are unlocked. Here, we inspire, support, and challenge every individual to achieve success in all its forms. We work hard to ensure that all our students not only improve their own future but contribute to the success of our entire community.

As a small school, we place a strong emphasis on individual attention, maximising outcomes, and wellbeing, ensuring that

everyone feels valued and inspired to be the best version of themselves. Every member of our community is valued and encouraged to thrive, both personally and professionally. With a vibrant, positive atmosphere and opportunities for growth, we empower our staff to make a real difference in the lives of our students while also advancing their careers.

If you share our commitment to eradicating educational inequality for the children and families we serve and are ready to take the next steps in your career, we look forward to receiving your application.



At the heart of Dawlish College is our focus: to cultivate an environment where every person, from student to staff, thrives and feels empowered.

We set out to be truly inclusive and to make the best education available to every child in our community.

## We work hard

We welcome challenges, take bold steps forward, and believe in achieving through perseverance.



## We work together

We believe in collective growth and shared success. We are passionate about including everyone as we work together towards our goals.



We want our pupils to thrive in the 'here and now' and to leave us with the qualifications and character to go on to live a life full of choice and opportunity.

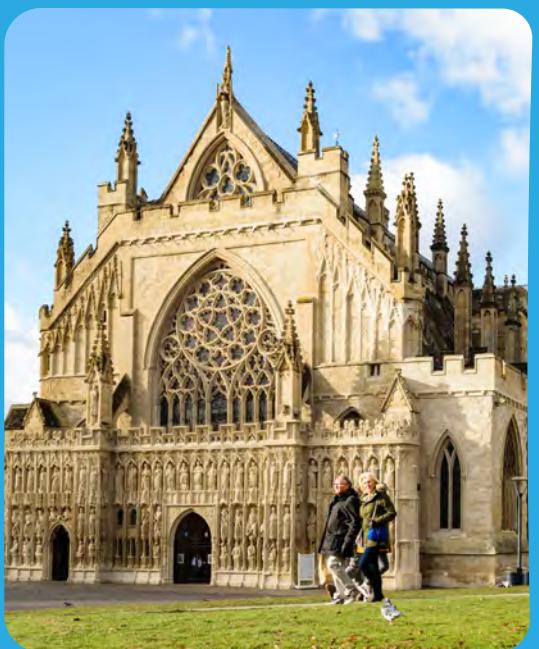
This vision is supported by our school values, which guide us in every lesson, every day.



## We make things better

We're driven by hope. We believe in change, transformation, and in striving to be better versions of ourselves every single day. Together, we empower futures and eliminate educational inequality for all the students and families we serve. At the same time, we are equally dedicated to empowering our staff, whose unwavering commitment and passion propel us forward.

Supported by our Trust and strengthened by these values, we are committed to shaping brighter futures, increasing opportunities, and improving life chances – for our students and every member of our community.



# Our location

We are fortunate that our school is located in a beautiful part of the South West. With moorland walks, beach days, and cultural and sporting events in the City of Exeter all close by, Dawlish is a fantastic place to come to work:

- Explore a range of excellent facilities in the town centre, featuring shops, leisure facilities, and transportation links to nearby Exeter and Newton Abbot.
- Visit the Town Brook and spot the famous black swans swimming in the gentle stream or nesting on the banks.
- Experience one of the most breathtaking railway routes in the country, as the Dawlish line runs along cliffs and coastline, offering spectacular views.

- Enjoy an abundance of natural beauty at the Dawlish Warren National Nature Reserve, a haven for wildlife and a recognized Site of Special Scientific Interest.
- Get active with numerous scenic walking and cycling routes, as Dawlish is a haven for cyclists and outdoor enthusiasts.

Our school is conveniently located - just an 8-minute walk or 2-minute drive from the railway station - making your work-life balance as effortless as possible. With its perfect blend of culture, coastline, and community, Dawlish offers an enriching lifestyle.



# A rewarding journey awaits

## Empower your future

At Dawlish College, our people-first approach is ingrained in all our work. Joining us you will have the opportunity to learn and develop.

If our values align with yours and you are looking for a meaningful working environment and a rewarding next step, please consider applying to join our team.



## Your development

A culture of continuous improvement for all is important to our team. Developing with us, you will have access to our:

### Comprehensive CPD programme

- An annual CPD programme aligned to our 6 development pathways; ECT1, ECT2, Pastoral, Curriculum, Inclusion and NPQ.
- Personalised coaching and support.
- Access to our Trust wide development.

### Collaborative working environment

- Opportunity to grow your skills learning from the expertise of colleagues from within the school, our Trust and externally.
- A supportive working environment, leaders are accessible and there is a strong team spirit amongst colleagues within the school and across our Trust.

### Ways to learn

Here are some of the ways we learn: department time together, podcasts, blogs, webinars, books, internal and external workshops and networks, external training, evidence analysis, school briefings.

### Time to embed learning

You will have the opportunity to reflect on and consolidate learning.



## Your benefits

### Pension plans

Our teaching staff benefit from membership of the Teachers' Pension Scheme, and our support staff benefit from membership of the Local Government Pension Scheme, with generous employer contributions ranging from 22.9% to 28.6%.'

### Employee Assistance Programme (EAP):

- Comprehensive counselling services and financial, legal, and practical matters from qualified professionals (online, phone, or face-to-face)
- Health and wellbeing resources, including a specialist information service
- Coaching to develop essential soft skills for managing difficult situations

### Discounts and Savings

Ability to apply for a Blue Light Card offering discounts across a wide range of stores.

### Commuting

Our staff enjoy free parking or take advantage of our Bike to Work scheme.

### Annual Health Benefits

We offer all staff free flu jabs each year.

# Empowering futures

As a proud member of  
the Ivy Education Trust

Dawlish College is proud to be a part of the Ivy Education Trust community, a partnership of eight schools connected by geography, and built on shared values that inspire and guide everything that we do.

Cockwood  
Primary School



Teignmouth  
Primary School



Kenn C of E  
Primary School



Dawlish College



Kenton Primary  
School



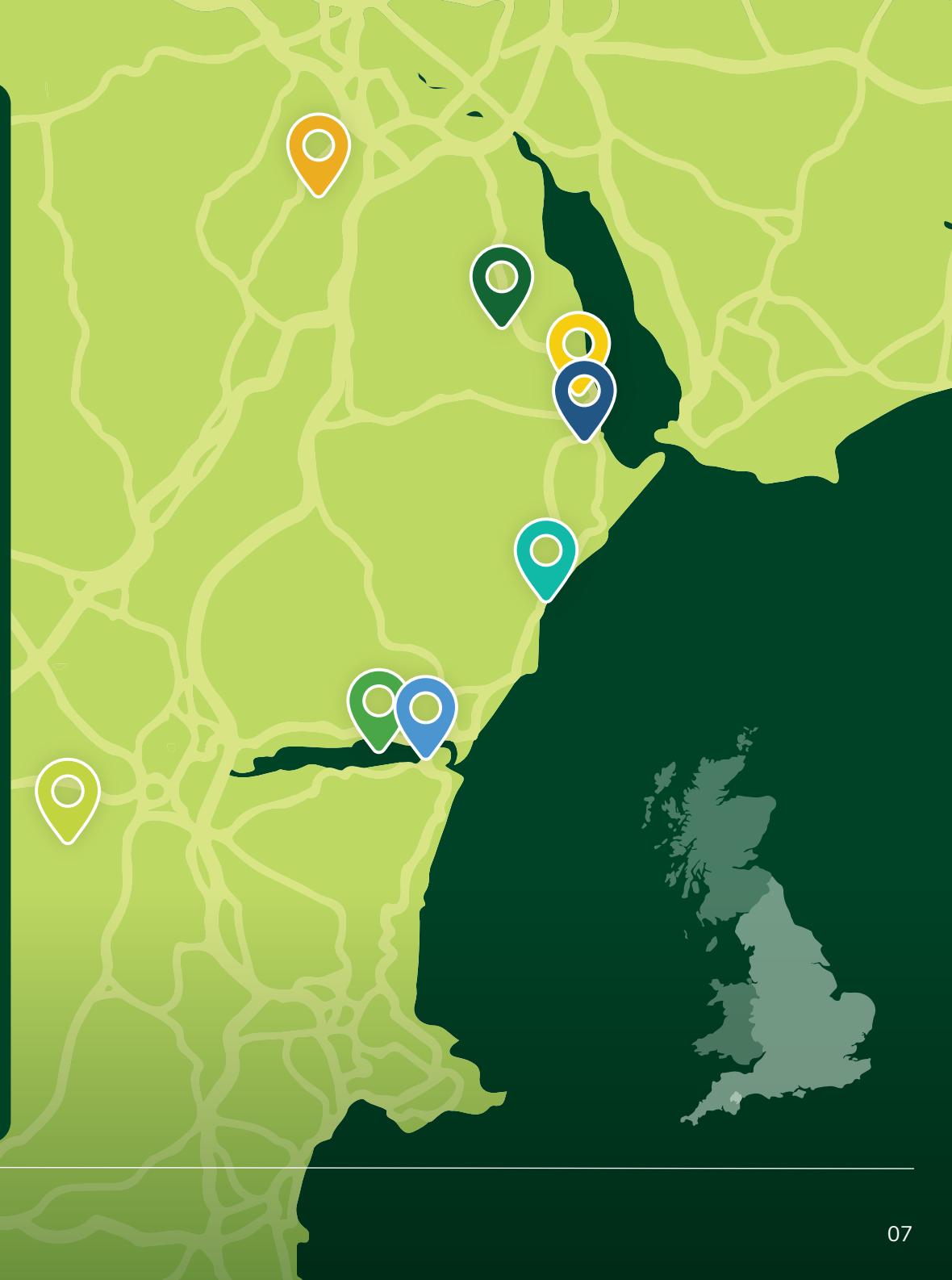
Newton Abbot  
College



Starcross Primary  
School



Teignmouth  
Community School





# Our Trust, our founding principles



## Our Trust values are instilled in all our work.

Across our Trust, our values guide our decision making, our actions, and our sense of community.

We firmly believe in the strength of each individual school across our Trust. We work together, aligned through our shared values.

You will see these values, distilled for our local learning community, running through all our work.

Supported by the unwavering commitment of our Trust and its strong governance, along with the unique perspectives brought by the diverse schools within the Trust, we have created an inclusive environment where everyone feels encouraged to thrive, continuously improve, and achieve excellence together.

# Next steps

## Completing your application

If you would like to join us please complete the application form for the role you are applying for. Please refer to the job description for the role to help you complete your supporting statement.

## Selection procedure

If your application is successful at the shortlisting stage you will be invited to attend a selection process at our school. This will include an interview.

## Opportunity to learn more about us

If you would like to have an informal conversation about a role, have some questions for us, or would like to visit us, please do get in touch to arrange this. The contact details for the role can be found in the advertisement.

## References

All appointments are subject to pre-employment checks and suitability of the candidate for the post applied for. References will be taken up immediately after shortlisting. Please ensure that referees are informed of the need to respond within the timescale set.

## Safeguarding checks

We are committed to safeguarding and promoting the welfare of our students. We expect all of our team to share this commitment. During the recruitment process we conduct checks to ensure the standards set in 'Keeping Children Safe in Education'

and Safer recruitment principles are upheld. If you have any questions about our safeguarding checks please contact [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk).

## Contact us

If you have a question about a role or working for us, please do get in touch with us at [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk).

We wish you the best of luck with your application and hope to meet you soon.



A part of



[www.dawlish.devon.sch.uk](http://www.dawlish.devon.sch.uk)

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