

**Empowering futures:  
for a better tomorrow**



Nurturing confidence, unlocking potential, shaping successful transitions.

## **Join us as a Primary Teacher** (Nurture Provision) **at Teignmouth Community School.**

Join a school where we work hard to help young people be the best version of themselves.

1.0 FTE MPS 1-6

Fixed term contract to 31<sup>st</sup> August 2027 – start date 1<sup>st</sup> September 2026





## Welcome

Everything we do across our family of eight schools in our Trust is focused on our mission to deliver a high-quality and inclusive education for our pupils.

At **Teignmouth Community School** we are driven by our belief that we are all capable of being a slightly better version of ourselves tomorrow than we are today. This is underpinned by the values that, we believe, will ensure that we are all always working to be the best version of ourselves.

By working hard and never giving up we remain open to limitless opportunities for progress. We firmly believe that you have not failed until you stop trying.

As a community we have a responsibility to be kind and care for each other. We don't need to agree with everyone, we don't even need to understand everyone but there is absolutely nothing, other than our own fear, that stops us from accepting everyone. And only by joining in can we develop and grow. Our characters are like muscles: if we don't exercise them, if we never push ourselves beyond that which is comfortable then we will never grow.

Our unwavering commitment at Teignmouth Community School is to challenge and support every member of our community to be the best version of themselves.

If this sounds like the kind of community you would like to belong to then please apply.

## The role: Primary Teacher (Nurture Provision)

Are you a passionate primary teacher who believes that every child deserves the right support to thrive?

We are launching an exciting and innovative **Nurture Hub** designed to support pupils with cognition and learning needs as they transition from primary to secondary school. This is a unique opportunity to be at the heart of a forward-thinking, inclusive provision that puts relationships, consistency and ambition at the centre of learning.

Working with a small cohort, you will support pupils as they transition from Year 6 to Year 7. This role is central to delivering a consistent, relational and inclusive provision that reduces anxiety, builds confidence and enables pupils to successfully access and reintegrate into mainstream secondary education.

## Welcome from the SENCo

We are excited to take the first steps to develop our own innovative in-house provision. Our aim is to provide a structured, inclusive pathway, to reduce anxiety associated with transition, to maintain continuity whilst also delivering an ambitious and accessible curriculum. Our provision will be centred on strong relationships, consistent and predictable routines and reduced cognitive load, with learning primarily delivered by a primary specialist. Pupils will also access a wider curriculum with appropriate support, for example in art and technology, while gradually reintegrating into mainstream learning environments.

If you would like to be part of this journey as we establish our Nurture Hub, helping pupils by providing a secure foundation for learning, promoting confidence and success as lifelong learners we would love to hear from you.

## What makes us special

What sets our school apart is our unwavering commitment to both excellence and inclusion. We are a vibrant, forward-thinking community where every student is valued, supported, and encouraged to thrive, regardless of their background or starting point. Our recent progress in raising educational standards is matched by our dedication to creating a welcoming environment where difference is celebrated and every voice is heard. Here, staff and students work together to build confidence, nurture talents, and ensure that everyone feels a true sense of belonging. By joining us, you'll become part of a team that believes in the power of education to transform lives and in the importance of making that transformation accessible to all.

## We're looking for someone who:

- Is an excellent primary practitioner with a nurturing approach
- Understands how to adapt teaching for learners with additional needs
- Values consistency, structure and relational practice
- Can inspire confidence in pupils who may feel anxious or overwhelmed
- Values teamwork and is eager to contribute to the wider life of the school community
- Is reflective, open to feedback, and committed to developing their own practice
- Would love to join a dedicated staff team who are committed to improving the quality of education across our school
- Brings a positive attitude and a genuine love of school life.

## In this role you will:

- Work with a small cohort and make genuine impact using primary-style approaches in our secondary setting.
- Use primary-informed pedagogy to scaffold learning and support pupils with cognitive processing needs
- Design learning that reduces cognitive load, builds independence and resilience and supports small-step progression
- Plan and deliver a broad, ambitious and adapted curriculum across core subjects (English, Maths, History, Geography and Religious Studies)
- Implement assessment for learning to adapt teaching and monitor progress, providing feedback that helps students move forward
- Explicitly teach learning strategies, organisational skills and independence.
- Establish predictable routines and structures to reduce anxiety
- Contribute to creating a positive learning environment where all students feel valued, helping pupils to remain in their local school and peer community
- Take part in wider school life, including enrichment activities and extra-curricular opportunities
- Play an active role in supporting the school's commitment to raising achievement for all.

## We offer:

- The opportunity to shape a pioneering provision
- A role where your work really matters and we listen to your voice
- A collaborative and supported team
- The opportunity to work in an established team who are invested in growing the potential of others and who are committed to continuous improvement
- 121 coaching
- Ongoing professional development.

## Welcome from our Headteacher

First, I would like to say a huge thank you for your interest in working at Teignmouth Community School.

When I started as Headteacher in September 2022 the school was in a very different place than it is now. In fact, I would go so far as to say that it is unrecognisable. The groundwork has very definitely been laid and we are well on track to being the school that the community of Teignmouth deserve. This transformation has only been possible through the power of 'team'. I am now looking for a new member of that team to continue to drive improvement in both the quality of curriculum and delivery alongside the love of learning of languages.


As a staff member, our mission is to provide all our students with the best possible educational experience that we can; an experience that supports, challenges and inspires them to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live. We have the highest expectations and standards in all that we do; nowhere more so than in the classroom, where lessons are consistently high-quality, inspiring and engaging because all our teaching staff deliver lessons within Teignmouth Community School Teaching Sequence that is based on the work of Lemov, Sherrington and Rosenshine.

Our curriculum is now academically aspirational but also provides the right balance of challenge, support and personalisation to ensure every child succeeds. We ensure, both inside and outside the classroom that we maximise the opportunities we provide our students, so that they in turn can achieve beyond what they thought was possible. We do this by offering a broad range of extra-curricular clubs, trips and visiting speakers. A holistic approach to education is one of our key drivers.

We treat everyone in the Teignmouth Community School community with care and compassion, providing a supportive and collaborative environment so together we create a strong culture and community that everyone plays a role in. It is a community that is built on our school values of Work Hard – never give up; Be Kind – care for each other and Join In – develop and grow, values that we expect everybody to embrace and embody.

We offer our staff disruption free classrooms built on a whole school framework of behaviour for learning expectations; centralised behaviour systems; a fortnightly coaching programme for all staff (because, in the words of Dylan Wiliams, 'every teacher needs to improve, not because they are not good enough, but because they can be even better'); opportunities for in-house career progression, access to our Trust leadership development programme and a leadership team who always prioritise staff wellbeing. We have very strong pastoral and Business Support teams, who together play a vital part in helping us provide our students with the best possible educational experience we can.

If you share our passion and commitment to developing the best version of yourself and our students then I welcome your application.



Rachel Wickham  
Headteacher

## How to apply

If you'd love to help create a calm and caring atmosphere where children thrive as you support them to gradually integrate into mainstream lessons, we'd love to hear from you.

Please do take the opportunity to learn more about the role by viewing the detailed job description included on the following pages. To apply please complete our application form and take the opportunity to share with us how your skills and experience meet the person specification in the job description.

If you would like to discuss the role further or arrange for a tour of the school please contact Fran Townsend via email [fran.townsend@teignmouthschool.co.uk](mailto:fran.townsend@teignmouthschool.co.uk) (SENDCo)

To learn more about the school please visit our website by clicking [here](#).

We reserve the right to interview prior to the closing date.

We are committed to the safeguarding and welfare of all our pupils, and we expect you to be too. We follow safer recruitment statutory guidance (Keeping Children Safe in Education). If you're successful, you'll be required to complete thorough pre-employment checks, including an Enhanced DBS check and references that are satisfactory to our Trust. All posts in our Trust are exempt from the Rehabilitation of Offenders Act (ROA) 1974.



## Job description

Post title:	Primary Teacher (Nurture Provision)
School:	Teignmouth Community School
Working hours:	1.0FTE
Salary grade:	MPS
Contract type:	FTC 1 <sup>st</sup> September 2026 – 31 <sup>st</sup> August 2027
Responsible to:	SENCo

### Key purpose of job:

To deliver high-quality, inclusive teaching and learning to pupils transitioning from Year 6 into Year 7 who present with cognition and learning needs and/ or require a more nurturing educational provision.

To provide wider support within specified areas to ensure continuity of student learning and progression.

To deliver the highest quality of teaching and learning through being an effective teacher who challenges and supports all students to achieve their best by:

- Inspiring trust and confidence in students and colleagues
- Building team commitment amongst students and colleagues
- Engaging and motivating students
- Analytic thinking
- Taking positive action to improve the quality of students' learning

The following key areas are adapted from the national Teachers' standards, available at [Teachers' standards - GOV.UK](https://www.gov.uk/teachers-standards). The specific range of duties will be agreed annually.

**Liaising with:** SENCo, Heads of Faculty, students, staff, parents.

### Specific duties and responsibilities:

- Teach a broad and ambitious curriculum in a way that is accessible and responsive to the individual needs of pupils (KS3 and KS4) in such a way as to challenge and inspire all students, with clear objectives, delivered in line with schemes of work and school policies.



- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
- Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality and in accordance with the school assessment policy.
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson and maintaining the school's high expectations of behaviour for learning within every classroom.
- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the school's behaviour management software to support rewarding and sanctioning students.
- Manage, develop and share resources to enhance teaching. Main Pay Range/Scale teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year).
- Promote enrichment and extension across subjects taught, participating and developing events, trips and visits as well as producing high quality displays.
- To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work.
- To engage actively in the school's Coaching CPD.
- Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
- Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students.
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the school.
- To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours.
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take part in marketing activities, such as Open Evenings, Parents' Evenings, review days and liaison events with partner schools/schools; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within the Trust.



- To engage actively in the school's Performance Management review process.
- To embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students' learning.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school and our Trust with students, staff, parents and other stakeholders where and when appropriate.
- To make an active contribution to the development of the school's policies, including Department Improvement Plans and the overall school Improvement Plan and to contribute to the process of school Self-Evaluation taking full account of quality standards and performance criteria.

### Other duties

- Place the safeguarding of all children in the school as the highest priority.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS with barred list check.
- Make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and pupils at our school.
- Maintain an understanding of and work within Trust and School policies, procedures and statutory regulations, including in respect of health and safety, equality and inclusion, GDPR and data protection, safe use of IT, safeguarding children and safer working practices.
- Conduct oneself in a manner befitting a member of staff working in education at all times, demonstrating the behaviours and standards of our code of conduct.
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.



## Person specification

The Core Professional Standards for teachers define our expectations in detail.

We are particularly looking for the following qualities and experience:

Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
<b>Qualifications:</b>			
Teaching qualification (QTS) (A)		✓	
Honours Degree (2:2) (A)		✓	
<b>Experience:</b>			
Strong experience of working with primary school students, particularly upper KS2 (A/I)		✓	
Proven ability to differentiate and scaffold learning effectively (A,I)		✓	
Working with secondary school students across KS3 (A/I)			✓
<b>Knowledge:</b>			
Knowledge and understanding of the importance of safeguarding children (I)		✓	
Knowledge and understanding of cognition and learning needs, anxiety and barriers to transition and inclusive and adaptive teaching strategies (I)		✓	
An understanding of the transition from primary to secondary education (I)			✓
Working knowledge of Microsoft Office packages including, Outlook, Word, Excel and PowerPoint (A/I)		✓	
<b>Skills:</b>			
Ability to teach a breadth of curriculum to students transitioning from Y6 to Y7 (A/I)		✓	
A passion for relational practice and nurture-based approaches (I)		✓	
Ability to inspire confidence in pupils and families (I)		✓	
Excellent verbal and written communication skills (A/I)		✓	

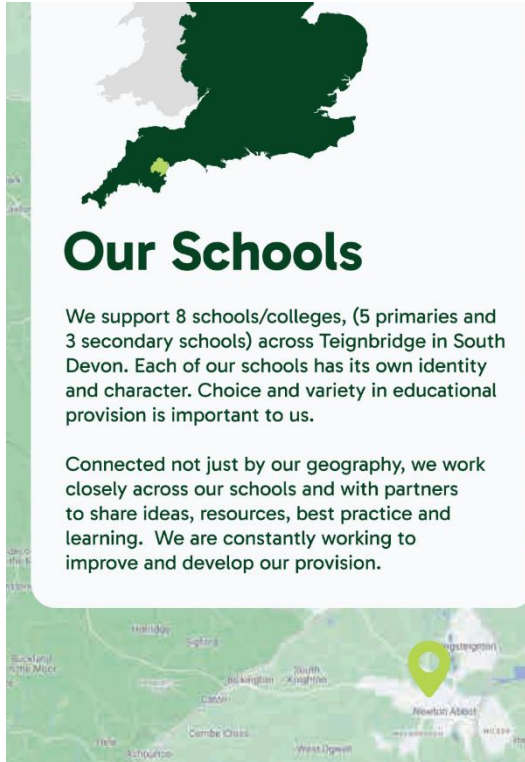


Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
Ability to organise and prioritise work effectively and to deadlines (A/I)		✓	
Ability to differentiate and personalise learning (I)		✓	
Impart knowledge and develop understanding through effective use of lesson time (I)		✓	
Manage classes effectively, using behaviour approaches which are appropriate to students' needs (I)		✓	
Demonstrate high standards of personal and professional conduct (A/I)		✓	
Understanding of safeguarding issues and promoting the welfare of children and young people (I)		✓	
Flexible and adaptable with the ability to work calmly and professionally under pressure (I)		✓	
Ability to form and maintain appropriate professional relationships and personal boundaries with pupils (I)		✓	
Ability to organise and prioritise work effectively and to deadlines (A/I)		✓	
Ability to work as part of a team and on own initiative to meet own and shared objectives (I)		✓	
Commitment to school improvement and raising outcomes for all pupils (A/I)		✓	
A commitment to and evidence of promoting equity, diversity and equal opportunities within a school, curriculum and in employment practice (A/I)		✓	
Demonstrates an understanding of the importance of maintaining a healthy work-life balance. (I)		✓	
Willing to contribute to a positive staff culture that values mutual support, flexibility, and wellbeing (I).		✓	



## Our Trust














### Our Schools

We support 8 schools/colleges, (5 primaries and 3 secondary schools) across Teignbridge in South Devon. Each of our schools has its own identity and character. Choice and variety in educational provision is important to us.

Connected not just by our geography, we work closely across our schools and with partners to share ideas, resources, best practice and learning. We are constantly working to improve and develop our provision.



Cockwood Primary School	
Kenn Church of England Primary School	
Kenton Primary School	
Starcross Primary School	
Teignmouth Primary School	
Dawlish College	
Newton Abbot College	
Teignmouth Community School	

Our vision and mission define our purpose.

**Our vision:** ‘Empowering futures; for a better tomorrow’

Our vision describes what we would like to accomplish. It is future focussed, setting our long-term goal for both pupils and ourselves. We believe that through our work we can change lives. This inspires and motivates us to be better every day.

**Our why:**

Our mission describes why Ivy exists: ‘To deliver an ambitious, high-quality, inclusive education’.

**Our how:**

Our values are what makes us, us. Whilst our schools have their own unique identities, our values are what we have in common, they guide us in how we approach our work and empower us to be successful.



## Being Ivy. Our values:



Being Ivy. Through our behaviours we bring our values to life every day:

### Courage

- Be bold
- Take changes
- Seize opportunities
- Take ownership

### Compassion

- Listen to learn
- Be kind to self
- Be kind to others
- Take care of the world around you

### Collaboration

- Stronger together
- Support others
- Many schools; one Trust
- #TeamIvy

### Commitment

- Work hard
- Give it everything
- Be consistent
- Be accountable

If our values resonate with you, we would love to hear from you.

*At Ivy Education Trust we are committed to safeguarding and promoting the welfare of children and young people and we expect all our staff and volunteers to share this commitment. All employees are expected to undergo an Enhanced Disclosure and Barring check and pre-employment checks.*

*Please note – our Trust operates a Smoke-Free Policy, and all staff and workers are prohibited from smoking in any of the Trust buildings, Trust sites including enclosed spaces within the curtilage of buildings, and Trust vehicles.*

