

Be a part of Newton Abbot College



Welcome

Here at Newton Abbot College, we believe in inspiring, supporting, and challenging each other to enable every one of us to achieve our potential. For our learners we are committed to supporting them to develop into kind, resilient and responsible young people who have a deep love of learning and a curiosity about the world in which they live.

This is an exciting time to join our team as we continue to strive for excellence for all, in everything we do.

We passionately believe that all students can make exceptional progress, inside and outside of the classroom; and are constantly encouraging them to be the very best version of themselves, always looking to better what they have achieved before.

We have the highest expectations of our students and ourselves – and make no apologies for this - because we know that aiming high ensures we deliver the best quality lessons that inspire and engage; and ensures that our students achieve beyond what they thought was possible, this in turn enables them to develop self-belief and resilience that will guarantee their success in future life.

We work with care and compassion, creating a supportive and collaborative environment that gives our students the confidence to play their part in our college culture and community.

We are invested in providing a supportive and collaborative environment for our team.

Please take some time to read through this brochure, the job description and person specification for the role. Please also take a look at our website na-college.co.uk to explore more about what makes our learning environment unique.

We really hope you consider the role and this opportunity to join our forward-thinking, innovative college community and help shape futures through supporting every one of our pupils to reach their full potential.



How we work

Our mission:

To provide the best possible educational experience we can for all our students.

Our values:

We support our students to make the most of the opportunities we offer; embracing and embodying our values of courage, perseverance, kindness, respect, achievement, hard work, resilience and aspiration on a day to day basis; and most importantly to be happy.

Our drivers:

Having high expectations & standards in all we do.
Delivering high quality lessons that inspire & engage.
Maximising opportunities & outcomes.
Treating all individuals with care & compassion.
Creating a strong culture & college community.

Our key priorities for 2024-2025:



To ensure the **quality** of **curriculum delivery** in all lessons from years 7-13 is **adaptive** and follows the NAC Framework of Excellence



To continue to **improve** the **outcomes** of all students, with a particular focus on **SEND & DS**



To promote **homework** expectations across all key stages that **enhance** and **consolidate** students' learning



To create **student leadership opportunities** that maximise engagement from all students



To improve students' **oracy & reading skills**



To continue to improve students' **attendance & punctuality** in years 7-13

An aerial photograph of Newton Abbot, Devon, showing a mix of residential housing, commercial buildings, and green spaces. In the background, there are rolling green hills and a body of water, likely the estuary. The sky is blue with some light clouds.

Our location

We are very fortunate to be situated in Newton Abbot, a bustling market town in Devon. There are many reasons why we believe this historic town is a great place to live, work, and progress your career.

- **Work-life balance**
Newton Abbot offers a good quality of life with a peaceful, family-friendly atmosphere with plenty of beautiful parks. A short trip will take you down the estuary to the coast or up to Dartmoor - perfect for relaxing after work.
- **Central location**
The town is well connected to the rest of the country by the A38 and M5. It has excellent rail, bus and road links, with Exeter airport just 25 minutes away.
- **Activities**
The town offers a wide array of activities, from horse riding and golf to sea sports and cycling. Enjoy an exciting day out at the popular Newton Abbot Racecourse, or take a trip to Exeter to visit Sandy Park if you love Rugby.
- **Amenities**
From retail and leisure to healthcare and schools - everything you need is within easy reach. The town has superb sports and gym facilities, sports venues, and a cinema.
- **Attractions**
Enjoy a thriving town life with vibrant local markets, independent shops, cafes, restaurants, pubs, and live music. There's plenty of historic landmarks to explore, like Bradley Manor, Forde House, and St. Leonard's Tower.



Empowering futures

As a proud member of the Ivy Education Trust

Newton Abbot College is proud to be part of Ivy Education Trust, a partnership of 8 schools connected through community and geography and built on shared values that inspire and guide everything we do.

Cockwood
Primary School



Teignmouth
Primary School



Kenn C of E
Primary School



Dawlish College



Kenton Primary
School



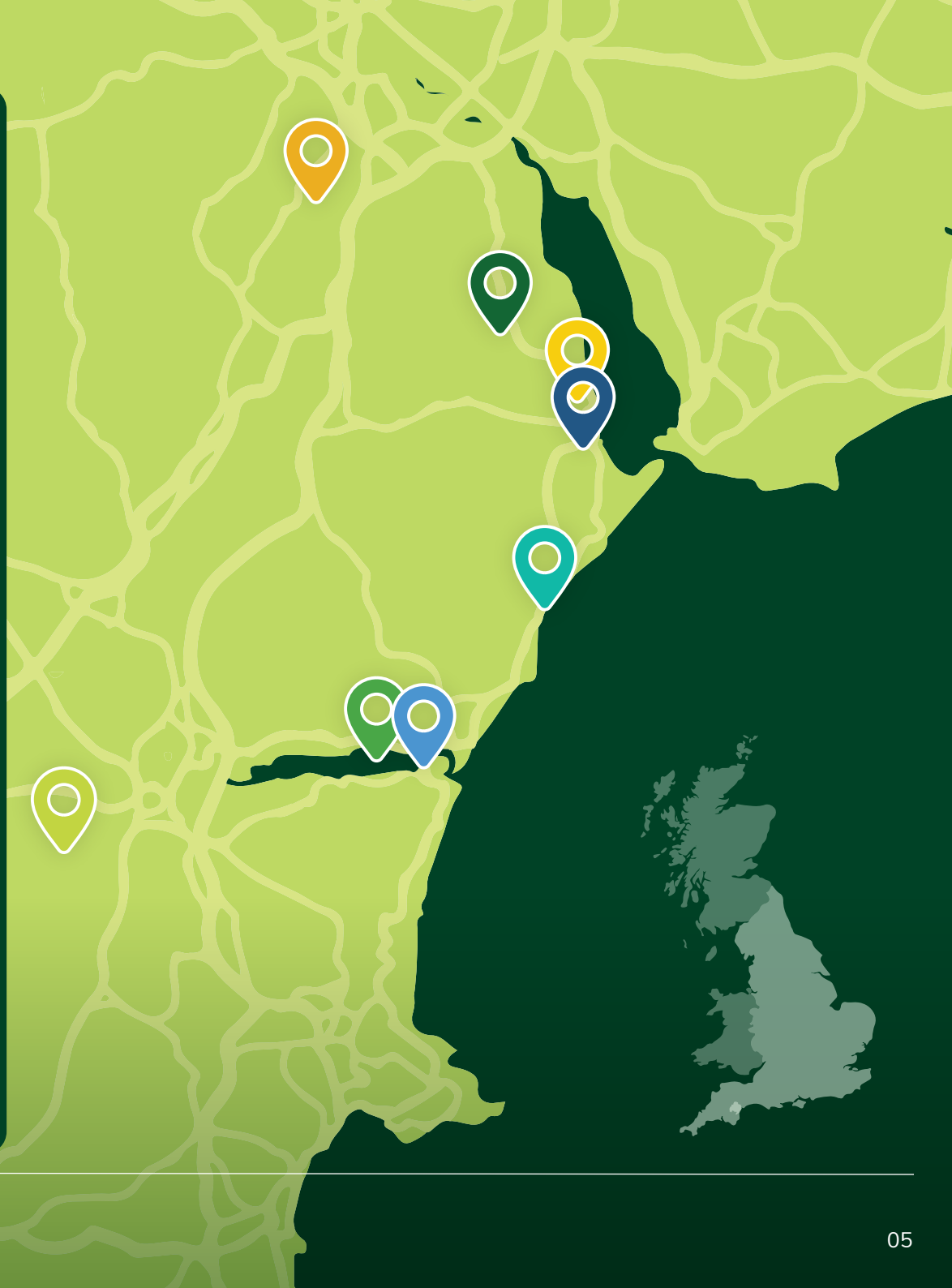
Newton Abbot
College



Starcross Primary
School



Teignmouth
Community School



Newton
Abbot
College

A part of



Education
Trust

Our founding principles



Courage



Compassion



Collaboration



Commitment

Our Trust values are instilled in all our work.

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

Our Trust firmly believes in the strength of each individual school, we work together, aligned through our shared values. You will see these

values, distilled for our local learning community running through all the work we do.

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



Newton
Abbot
College

A part of



Education
Trust

A rewarding journey awaits

Work with us

At Newton Abbot College, everyone is committed to each other's success; both teaching and support staff work together as one team. We work hard to provide a supportive working environment for all.

If our values align with yours and you would like to make a difference in an environment that strives for excellence in all that we do please apply to join our team.

To create an environment where everyone can thrive we have been working to develop our offer to our staff. Please take a couple of minutes to learn more about this on the next few pages...



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Why work at Newton Abbot College?

Because we look after our staff.



Membership in the Teachers' Pension Scheme (teaching staff) or Local Government Pension Scheme (support staff), with employer contributions ranging from 22.9% to 28.9%.



Access to the Blue Light Card for discounts at numerous businesses.



Employee Assistance Programme offering counselling, legal advice, and wellness support to all staff.



Free parking or cycle to work with our Bike to Work scheme.



A positive, can-do culture.



Access to professional networks like PiXL, Challenge Partners, and local learning communities.



Supportive and collaborative open-door culture with dedicated coaching, mentoring, and support systems for all staff.



Friendly Fairy Scheme: Messages and gifts for every member from an anonymous fairy.



Annual flu jab offered to all staff.



Annual diary/planner and Staff Handbook to aid planning and induction.



No AM briefings after late-night school events.



No after-school meetings in the last week of each half term; only one meeting per week otherwise.



Encouragement to pursue NPQ qualifications and in-college progression opportunities.



Centralised detention system to handle behaviour and homework issues, reducing administrative burdens.



Weekly incremental coaching for teaching staff as part of their personalised CPD, avoiding a one-size-fits-all approach.



Staff social events and sports/running clubs.



PowerPoint clicker, visualiser and timer for all teaching staff to facilitate lesson delivery.



Dedicated INSET days after exams for marking, moderation, and planning.



Regular safeguarding updates to empower and protect staff.



New staff buddy system: a buddy outside the department to catch up with for support.



Transparent meetings schedule and sacrosanct line management meetings to ensure consistency of experience.



HT Drop-in: Weekly opportunities to meet with the Headteacher to share feedback.



Laptop and tablet for teaching staff to allow for administering of ClassCharts without interrupting use of PowerPoint/other software delivering the lesson.



Late start/early finish cards x 2 for every member of staff.



SLT and coaching team open-door policy to support staff.



College calendar published at the start of the year with all deadlines. •



A booklet-delivered curriculum in most subjects, plus centralised department schemes of work and shared resources.



Four Cover Teachers employed to minimise requests to rarely cover.



Three staggered data drops annually for manageable and timely reporting.



A communication strategy promoting a 7am-7pm email window, core working hours, and no-email days.



Celebrations of staff through weekly unsung heroes, colleague of the month, thank-you postcards, and shout-outs.

Next steps

Completing your application

If our values align with yours and 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 on site. 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.

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 pre-employment checks please contact 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.

Thank you for taking the time to learn more about us. We hope to meet you soon.





na-college.co.uk

Follow our Trust on LinkedIn

[@ivy-education-trust](https://www.linkedin.com/company/ivy-education-trust)

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