

**Empowering futures:  
for a better tomorrow**



Nurturing confidence, unlocking potential, shaping successful transitions.

## Join us as a Learning Coach - Nurture Provision at Teignmouth Community School.

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

33.50 hours per week / 39 weeks per year

Scale 4, £26,824 - £28,598 pa FTE (£20,891p.a)

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



Proud to be part of





## 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: Learning Coach - Nurture Provision

Are you an experienced practitioner with experience of working with KS2 pupils 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 alongside a Primary Teacher, 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:

- Has worked as a Teaching Assistant / Learning Coach with a nurturing approach
- Understands how to deliver and adapt intervention programmes for students 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 providing 121 and group interventions to a small cohort and make genuine impact using primary-style approaches in our secondary setting.
- Deliver interventions that reduce cognitive load, build independence and resilience and support small-step progression
- Monitor and evaluate responses and progress against support plans and provide feedback that helps students move forward
- Support students to develop 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 support students in our pioneering Nurture Hub 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
- 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 Williams, '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](#).

The closing date for applications is Tuesday 7<sup>th</sup> July 2026 at 9 am. Interviews to be arranged once applications have been shortlisted. If you have any questions about this opportunity, please contact us via my new term or at [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk)

Interviews will be held on Thursday 9<sup>th</sup> July 2026 date at Teignmouth Community School.

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:** Learning Coach – Nurture Provision

**School:** Teignmouth Community School

**Working hours:** 33.50 hours per week, 39 weeks per year.  
Monday – Thursday 8.30am to 3.45pm, Friday 8.30am to 3.30pm, (8.30am to 12pm, 12.30pm to 3.45pm /3.30pm on a Friday, with a 30-minute unpaid lunch break)

**Salary grade:** Scale 4

**Contract type:** Fixed term contract to 31.08.27

**Responsible to:** Assistant SENCo

**Key purpose of job:** To work closely with the Assistant SENCo to promote the positive integration of students accessing the Nurture Hub. To provide support to pupils with cognition and learning needs as they transition from primary to secondary school. To help students acquire coping strategies and learning skills so that they can achieve their potential. This role includes, being a learning mentor and providing pastoral and behaviour support.

### Main duties:

- To have responsibility, supported by an Assistant SENCo, to oversee the day to day running of the Nurture Provision, developing strong relationships with students, and providing high quality pro-active support to support their engagement with secondary education.
- To ensure high levels of communication with parents, carers and professionals supporting children and families.
- Supporting pupils' access to learning using appropriate strategies and resources including implementing interventions to encourage positive classroom and social time engagement ranging from 1-1 listening, to teaching behaviour management skills, mentoring, social skills groups, emotional intelligence, anxiety management, mediation and restorative justice.
- To be responsible for the updating, tracking and monitoring of student data. To analyse the data to identify patterns and potential barriers to learning
- To devise support plans/ Individual Learning Plans alongside the Assistant SENCo to address barriers to learning identified.
- To monitor and evaluate students' responses and progress against support plans through observations and planned recording.
- To utilise tools such as the Attend Framework to formalise reintegration plans and to keep thorough logs of student action plans and meetings on CPOMS and other relevant platforms.
- To provide first line pastoral support in Nurture Provision and liaise with the pastoral teams within the school including Progress Leaders, Attendance, Safeguarding and SEND
- To contribute to the weekly Safeguarding/Behaviour/Student Intervention meetings as required.



- To adopt an ethos of positivity and high standards through a culture of clear expectations, reward and celebration of success.
- To act as a key worker for identified students.
- To undertake training to develop the appropriate expertise and skills to support students effectively.

### Support Team

- To support the achievement of the School's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.

### Other duties

- To follow the school/Trust's ICT policy for the safe use of ICT.
- To 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/Trust's safeguarding policies.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To work in compliance with the Codes of Conduct, Regulations and policies of the school and its commitment to equal opportunities.
- To comply with the school/Trust's Health & Safety policy and statutory requirements as detailed in the Health & Safety at Work manual.
- Recognise own strengths and areas of expertise and use these to advise and support others and undertake any training and personal development as and when identified by your Line Manager.
- To undertake any other duties as deemed appropriate by the Headteacher.
- Contribute to the overall ethos/work/aims of the school/Trust.
- Attend and participate in meetings as directed.

## Person Specification

Assessment criteria - evaluated from application form (A) and / or interview (I)	Essential	Desirable
<b>Qualifications:</b>		
GCSE English and Maths grade C or 4 or above (or equivalent) (A)	✓	
Level 3 SEND Teaching Assistant qualification or equivalent experience (A)		✓
<b>Experience:</b>		

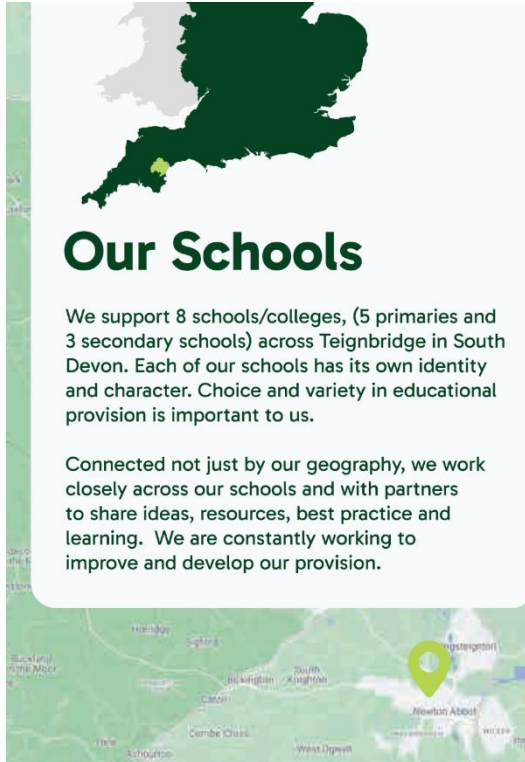


	Essential	Desirable
Assessment criteria - evaluated from application form (A) and / or interview (I)		
Proven experience of working with primary aged children (KS2) (A/I)	✓	
Experience of working within student centred intervention programmes (A,I)		✓
Experience of working within an educational setting (A/I)		✓
<b>Knowledge:</b>		
Knowledge and understanding of the importance of safeguarding children (I)	✓	
Working knowledge of curriculum delivery and student-centred intervention programmes (I)	✓	
Understanding of principles of child development and learning processes and in particular barriers to learning (I)	✓	
Working knowledge of Microsoft Office packages including, Outlook, Word, Excel and PowerPoint and the technical literacy to work with school information systems (I)	✓	
<b>Skills:</b>		
Good standard of verbal and written communication skills, able to convey advice clearly and concisely (A/I)	✓	
Ability to work calmly and professionally under pressure (I)	✓	
Ability to plan, under appropriate supervision and guidance, or in collaboration, effective actions for pupils at risk of underachieving for reasons of disaffection and/ or exclusion (I)	✓	
Ability to relate well to students and adults, including other professionals / carers (I)	✓	
Ability to form and maintain appropriate professional relationships and personal boundaries with pupils (I)	✓	
Ability to work constructively as part of a team, to understand classroom roles and responsibilities and own position within these (I)	✓	
Within the parameters of this role, to be able and prepared to prioritise, initiate and deliver intervention strategies (A/I)	✓	
Commitment to school improvement and raising outcomes for all pupils (A/I)	✓	



## Our Trust





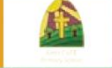








### Our Schools

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.

