



Exmouth  
Community  
College  
Academy Trust



## Letter from the Headteacher

Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for a committed and passionate colleague to join our community of highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. Having recently arrived at ECC myself in September 2023 (having been a Headteacher at another large Secondary near Bristol for five years) I have been blown away by the warmth of the welcome that I've had here and I can assure you of the same.

You will be joining the College at a really exciting time, just as we come to the end of a major upgrade of our site and facilities. This includes the 'showpiece' £13 million Elizabeth Lee building, a new Maths block, a new student canteen, other significant refurbishment and the creation of a vast green open area for our students. This will allow us to provide an exciting and very broad educational experience for the next generation of ECC students in inspiring, state of the art facilities.

We are also in the process of looking to join a Multi-Academy Trust. Having spent a great deal of time reviewing our position, we believe that joining a Multi Academy Trust will continue to improve the experience that we provide for our students and the professional opportunities that this will bring for our staff.

We have a broad view of education. We actively focus on the quality of our curriculum and in ensuring that our students leave ECC with the very best outcomes that they can from a wide range of subjects. But much more than this, we want to prepare our students for all the opportunities and challenges that life will throw at them. Exposing them to a wide range of experiences and opportunities beyond the classroom will prepare them for the world of work and build the character they need to lead happy, successful and fulfilled lives.

We put the development of staff at the centre of our philosophy, including a unique Assistant Headteacher role with responsibility for our staff and their development. We take it really seriously, and very much subscribe to Richard Branson's mantra to develop our staff well enough so they can leave but treat them well enough so they don't want to.

There is a really strong sense of community at ECC. Through us all working together as staff, families and governors, and pulling together as one community, we will continue the work to build a College that caters brilliantly for its community and prepares our young people for their future.

So if you are looking for a school that is focussed on ensuring consistently great learning experiences for our young people, both in and out of the classroom, investing in your well-being and professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of what we are all about. Whilst we are in the process of finalising our new 'School Vision', it will, I hope, give you a sense of why we are so proud of our students and community

I recognise that much time and thought goes into preparing an application, which I thank you for in advance. In turn, we will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us. With warm wishes

Tom Inman  
Headteacher

*Kind*

*Respectful*

*Prepared*

*Engaged*





EXMOUTH  
COMMUNITY

## About our College

Exmouth Community College, located over a split-site connected by a dedicated footbridge, is one of the largest secondary schools in the South West. Our catchment area extends north towards the Exeter city boundary and eastwards to Budleigh Salterton, along with many rural villages.

Our College has strong partnerships with 14 feeder primary schools. These schools range from within the town of Exmouth, to the villages of Budleigh Salterton, East Budleigh, Lypmstone, Otterton, Woodbury and Woodbury Salterton. We are committed to working as part of, and serving the local community.

Our mission is to provide a well-structured, enjoyable, and positive approach to learning that rewards student success and allows for individual aptitudes to flourish. We pride ourselves on being an inclusive College that caters to all abilities.

Our College provides a safe, secure, and non-threatening environment in which students can develop consideration for others, self-discipline and positive relationships. We strive to offer an education that prepares students for their future.

The College is overseen by a committed governing board that is dedicated to providing the best comprehensive education for the young people of Exmouth and the surrounding villages.



“You are  
always  
looking for  
ways to  
improve”

OFSTED 2021





# Our Vision

*Our Vision is to enable our students to flourish through our core values of Belonging, Ambition and Responsibility.*

**Belonging** - all students feeling like they are known, valued and accepted in a school that they feel proud of.

**Ambition** - students being prepared, curious, aspirational and developing perseverance to reach their potential and achieve long-term goals

**Responsibility** - showing kindness and respect to each other, school staff and the wider community. Developing strong morals and acting with integrity

## The ECC Way

*“Staff wellbeing appears to be a priority”*

Jolene Doulin  
2nd I/C Geography

*“We celebrate success and recognise staff contributions”*

Albert Savage  
D&T Technician

Our College culture centres around *The ECC Way*. Being ready to do the right thing, making good choices and ensuring we are *Ready to Learn*.

BE PREPARED, BE KIND, BE ENGAGED AND BE RESPECTFUL ARE THE BEDROCK OF THE ECC WAY AND THE HEARTBEAT OF OUR COLLEGE. THROUGH CONSISTENCY OF LANGUAGE, ALL STUDENTS AND STAFF KNOW AND SPEAK OF THE ECC WAY DAY IN AND DAY OUT.



The poster features the Exmouth Community College Academy Trust logo in the top left corner. The main title 'Be Ready to Learn' is written in a large, white, serif font. Below the title, the poster is divided into four quadrants, each with a heading and a list of bullet points:

- Be Prepared**
  - Arrive at lessons on time
  - Sit where you are asked
  - Sit down straight away with the necessary equipment out ready to use
- Be respectful**
  - Don't speak when the teacher is talking
  - Keep off task conversations for social times
  - Allow others to learn, do not disrupt or distract
  - Treat everyone and everything in the room with respect
- Be engaged**
  - Stay in your seat
  - Phones and headphones should be out of sight and silent throughout lessons
  - Try as hard as you can
- Be kind**
  - Listen when others are talking
  - Treat others how you would like to be treated
  - Help and support others

At the bottom of the poster, there is a red banner with six circular icons and their corresponding values: Integrity, Resilient Individuals, Creativity, Diversity: The Power of Education & Learning, Embrace challenge, and Reflective learners.

# Powerful Learning



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## Curriculum Aim:

Our aim at Exmouth Community College is to provide an excellent education for all our students

## We believe that:

*"...thought depends on knowledge – the more we know, the more we can learn. Powerful knowledge enables us to make predictions, generalisations and give explanations".*

(David Didau)

At ECC each subject draws on the best that's been thought, said and done to provide students with the knowledge and awareness they need to play an active and positive role in their families, workplace and global community. The Curriculum contains the foundational concepts and knowledge students need to achieve this as well as opportunities to apply this knowledge.

## Guiding Principles

Teachers use our 8 Guiding Principles of Learning when planning Schemes of work and individual lessons. We have worked hard to have a shared language to ensure we know what we mean when speaking about a principle, and we have tailored our CPD to focus on supporting teachers in how to use best practice research and proven classroom strategies to enhance their classroom practice.

## Powerful Learning:

Relies on expert teaching. Research and evidence informs our practice. We encourage our staff to be experimental, forward thinking and share their expertise through collaboration.



# Our People



Exmouth  
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## Why work with us?

Our aim is clear: to **Recruit** exceptional individuals, **Retain** the best talent, and **Develop** and **Empower** our team to achieve success in their careers.

### Recruit

Our recruitment process is fair and without prejudice. We believe in harnessing potential and welcome applications from all those who meet the essential criteria outlined in the Job Description.

We follow nationally set pay scales for both teaching and support staff

We offer a comprehensive induction providing you with the knowledge and tools to succeed.

### Retain

Our staff are our most valuable resource. We work together to ensure that all staff have a sense of belonging, have a voice and are heard. With great benefits, focus on staff wellbeing and unapologetically collaborative environment, we pride ourselves on striving to be the best school to work in.

### Develop

Professional development, opportunities to grow and seek out new experiences are the key to ensuring we get the best for our staff. All staff have access to The National College webinars in addition to inhouse training including guest speakers such as Tom Sherrington and Daniel Sobel

### Empower

With clear systems and processes in place to support staff, we ensure staff feel equipped to do their role and contribute to the success of the College

# ECC

#ONETEAM

## Recruit

### 1 Great people

Providing Young People with the Best Possible Chance for a Bright Future

## Retain

### 2 The best people

Creating a Sense of Belonging and Purpose

## Develop

### 3 Our people

Aiming for Excellence and Unleashing Brilliance

## Empower

### 4 All people

Through Clear Systems and Structures to Support and Enhance Employee Experience.

"Train your team well enough so they can leave, treat them well enough so they don't want to".

Richard Branson



*Read more about our People Strategy on our website here*



# The Exmouth Community



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Exmouth is a town of over 35,000 inhabitants situated at the start of the Jurassic Coastline, East Devon in an area of outstanding natural beauty. Read more [HERE](#)

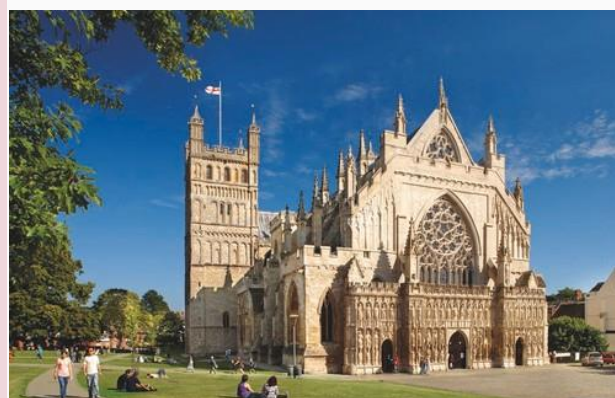
The town has a marina and a two mile beach front offering a variety of water sports. The town offers excellent sporting facilities including a large leisure centre, and hosts a weekly Park Run and Junior Park Run. The town has a wide range of hotels, excellent restaurants, as well as shopping facilities.

On the outskirts of Exmouth is Woodbury Common, a beautiful moorland, ideal for walking, riding, mountain biking and picnics.

The Cathedral city of Exeter is only 10 miles away. Offering a wealth of shopping, sporting, cultural and historic attractions. Exeter is recognised as one of the most desirable cities in which to live, and offers a thriving arts community, reflecting the presence of a major university

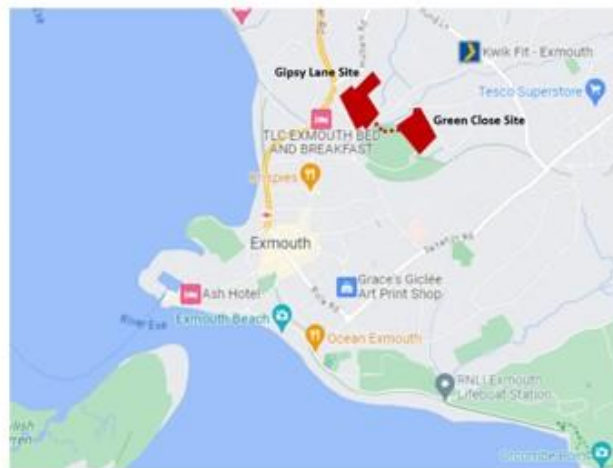
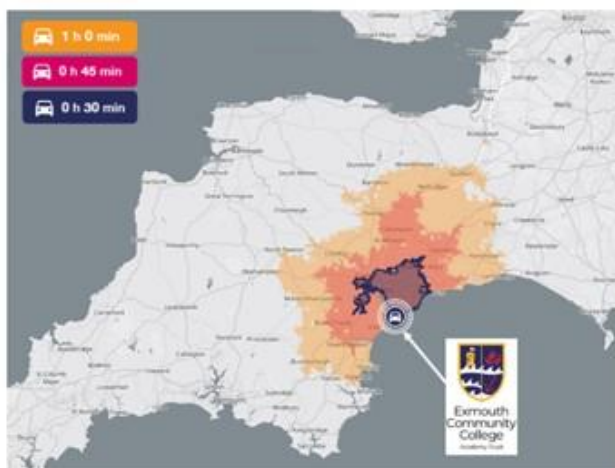
Exmouth is very accessible by Car (10 minutes from the M5), train, bus and air (Exeter Airport just 25 minutes away).

If you would like to visit the College, please contact us directly.



*Exmouth Community College*  
*Gipsy Lane, Exmouth, Devon. EX8 3AF*  
*[www.exmouthcollege.devon.sch.uk](http://www.exmouthcollege.devon.sch.uk)*  
*01395 264761*

## Travel Times to and Location of Exmouth Community College



# Important Information

Please read the Application and Recruitment Guidance Notes available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

Exmouth Community College will treat applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. As part of the recruitment process such information will only be considered in light of its relevance to the post for which you are applying. Failure to disclose previous criminal history could result in the withdrawal of an offer of employment. All information disclosed will be treated in the strictest confidence.

All shortlisted candidates will be required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: [DBS filtering guide - GOV.UK \(www.gov.uk\)](#)). Therefore, if your application is shortlisted, and if you have received a conviction or caution which would not be filtered in line with current guidance, you must provide details on the Self Declaration form which will be provided to you.

This post involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

To Apply

Please complete the Teaching / Non-Teaching application form (as appropriate) available from the College website. Your completed application form should be submitted before 10am on the closing date.

Early applications are encouraged. Exmouth Community College reserves the right to interview and appoint prior to the closing date of the advertisement, should the College be able to identify an appropriate candidate.

*Email to: [recruitment@exmouthcollege.devon.sch.uk](mailto:recruitment@exmouthcollege.devon.sch.uk)*

*Or post to: Human Resources, Exmouth Community College, Gipsy Lane, Exmouth, Devon, EX8 3AF*

*Questions?*

*For further information about this post please contact recruitment:*

*Email: [recruitment@exmouthcollege.devon.sch.uk](mailto:recruitment@exmouthcollege.devon.sch.uk) Phone: 01395 255687*