



# Teacher of Geography

Information for applicants  
December 2025



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# Welcome from the CEO and Executive Headteacher **Anna Robinson**



As the Chief Executive Officer (CEO) and Executive Headteacher (EHT) of **MARK Education Trust**, I am proud to lead three schools in East Sussex: **Beacon Academy** in Crowborough, **Uplands Academy** in Wadhurst, and **Hailsham Academy**, an all-through 2–19 school located in Hailsham and Hellingly.

Together, we are driven by a clear mission:

*To provide the best possible education for our students, preparing them for life so they can stand equally alongside their peers locally, nationally, and globally.*

## **Our Journey**

I was appointed Headteacher of Beacon Academy in 2015 and became Executive Headteacher of MARK Education Trust in September 2022. Since then, the Trust has grown carefully and responsibly to include Uplands Academy in 2022 and Hailsham Academy in 2025.

During my tenure at **Beacon Academy**, we embarked on a transformational journey. In 2019, we celebrated record-breaking A-Level and GCSE results, with our Progress 8 measure making Beacon the **top-performing school in East Sussex for three consecutive years**. We also ranked **first across Sussex and within the top 1.8% of schools nationally**. Beacon's results continue to reflect academic excellence. Our sixth form students consistently achieve highly, with the vast majority of students securing their first-choice destinations - whether that be university, apprenticeship, or employment.

In 2024, following a rigorous Ofsted inspection, Beacon Academy was judged to be **Outstanding** in all categories.

We were delighted to welcome **Uplands Academy** (formerly Uplands Community College) into MARK Education Trust in September 2022. Located in the heart of Wadhurst, Uplands is a good school with vast potential, underpinned by strong relationships between staff and students, high expectations, and a relentless commitment to ensuring that the focus is on each child as an individual.

Our collective drive and ambition for continuous improvement was recognised and validated in January 2025, when Ofsted confirmed that Uplands is a **Good** school in all categories. We are proud of the dedicated team of staff at Uplands, who are ambitious for their students and committed to helping them flourish.

*Continued overleaf...*

As part of **MARK Education Trust**, Uplands benefits from being part of a collaborative network with Beacon Academy and Hailsham Academy. This partnership allows us to share best practice, pool expertise, and strengthen our collective capacity, while each school retains its unique identity within its own community.

### About MARK Education Trust

Across our Trust, we make a strong, unified team focused on delivering whole school improvement. Centralised business services support our schools to develop and sustain excellence in every classroom. Our schools remain oversubscribed across year groups - a testament to the dedication and impact of our staff.

Guided by our values, we are growing responsibly and with care. Our growth strategy is implemented thoughtfully to ensure that each of our schools retains its unique identity while remaining connected by our shared vision and continuously striving for excellence through collaboration.

In September 2025, we welcomed Hailsham Community College - now **Hailsham Academy** - into the trust. I spent 16 years at Hailsham, beginning as a PE and English teacher and progressing to Head of School, before moving to Beacon, so Hailsham joining our trust also marks a personally significant milestone in my career. As an all-through 2-19 school, Hailsham Academy strengthens our commitment to inclusive, high-quality education.

### Join Us

If you share our vision, values, and determination to provide the very best education for every child, I warmly invite you to consider joining Uplands Academy. You will be part of a caring and ambitious school community, supported by the wider trust, and united in our commitment to excellence.

To find out more about who we are and what we stand for, we encourage you to visit our [MARK Education Trust website](#).



**Anna Robinson**  
CEO and Executive Headteacher

# Welcome to Uplands Academy

## A message from Headteacher Chris Connor



Thank you for your interest in joining Uplands Academy. Choosing the right place to work is one of the most important decisions you will make, and I am delighted that you are considering becoming part of our school community.

At Uplands, we are proud of the excellent relationships between staff and students. Our teachers have high expectations, know their students well, and are ambitious for them to succeed. Every child is valued as a unique individual, and we are uncompromising in our commitment to ensuring that all students receive an education that is personalised, inclusive, and engaging.

Our vision is clear: we want our students to be happy, successful, and confident. Through a broad, ambitious, and knowledge-rich curriculum, we aim to provide the very best education for every student, cultivating well-rounded individuals who excel both academically and socially.

We are proud that **Ofsted has judged Uplands to be a Good school**, with inspectors recognising the effective action taken to secure high standards and strong outcomes. This is a testament to the commitment of our staff and the ambition of our students.

We expect all members of our community to **Make their MARK** by being motivated, articulate, resilient and knowledgeable, as well as demonstrating manners, acceptance, respect and kindness. These values are evident in the excellent relationships that exist across our school - between staff, students, parents, carers, trustees, and the wider community.

We recruit, retain and develop exceptional staff and trustees to ensure that through every aspect of their experience of Uplands, our students are inspired, engaged and challenged, enabling them to make excellent progress and attain well.

Our staff team is central to our success. They are dedicated, caring professionals who act as positive role models every day, promoting a motivated commitment to education and ensuring that students feel safe, supported and inspired to achieve their very best. We are ambitious for excellence in everything we do, and we nurture a culture where diversity is celebrated, wellbeing is prioritised, and achievement is recognised.

Uplands sits at the heart of the vibrant village of Wadhurst. We are deeply rooted in our community, and we value the strong partnerships we have built with parents, carers, local organisations and residents.

This is an exciting phase in Uplands' journey as part of **MARK Education Trust**, and we are determined to build on our strengths and continue to grow. I warmly encourage you to visit us, meet our staff and students, and see first-hand the positive, aspirational culture that defines our

**Chris Connor**  
Headteacher





# Why join our school and trust?

*At Uplands Academy, we are dedicated to developing world-class teaching and learning through research-based CPD and school-to-school support. We value our entire team - both teaching and support staff - and recognise that student success stems from the high-quality learning experiences we offer together.*

## What We Offer

### Professional Growth

- High-quality CPD
- Leadership development pathways
- Internal promotion pathways
- Access to trust-wide and external training networks and opportunities
- Recognition for excellence

### Staff Wellbeing

- Flexible working
- Mental health and wellbeing programmes
- Opportunities to share your views through staff surveys and forums
- Staff recognition initiatives

### Staff Benefits

- Benchmarked salary scales
- Generous annual leave entitlement
- Local Government Pension Scheme/Teacher's Pension Scheme
- Discounted use of Gym & Exercise Classes
- Care First
- Paid sick leave for teaching staff and after 1 year's service for support staff
- Free on-site parking
- Blue Light Card

## Our Location and Community

Wadhurst is a historic market town situated 6 miles south-east of Royal Tunbridge Wells in Kent. In the past, it was a hub of the Wealden Iron Industry which links well to the village's strong community feel.



It has a good train service to London and because it is situated in an Area of Outstanding Natural Beauty, there are ample places to visit nearby for all ages to enjoy and explore.



# Department Information

The Geography department at Uplands is founded on enthusiasm, passion and rigour, with a drive to motivate and inspire students to not only be successful geographers but also be knowledgeable world citizens. The department seeks to equip students with a breadth of knowledge across a multitude of Geographic topics, through a variety of teaching methods and styles.

The Geography faculty works collaboratively with a shared pedagogy formulated around the six principles of education. We continue to build our knowledge through regular professional development both as a group and individuals, allowing for shared knowledge and expertise to be free flowing within the department. A positive ethos is the key to the department, and we are excited to welcome a new member to our team to further develop the department.

The department has a suite of well-equipped classrooms within a new building, in close proximity to one another to allow for a supportive and collaborative working environment. Each classroom is equipped with a desktop PC and data projector, as well as dimmer lighting and air conditioning. In addition to this we have bookable IT suites, and areas such as the library that can be utilised to encourage students to use a variety of resources both in class and independently to develop their independent learning skills.

At Key stage 3, students follow a spiralled, knowledge rich curriculum. Students build upon themes, ideas and skills term on term, utilising an analytical and academic approach to their studies.

At Key stage 4, all students have the option of studying Geography or history or both disciplines. Geography is well subscribed and has mixed ability classes throughout the GCSE. We have a strong focus on academic success, following the AQA exam board, whilst ensuring students also leave their Geography GCSE course as well informed and knowledgeable citizens.

<b>Departmental Staffing Structure</b>	Head of Geography: Miss C Huxford Teachers of Geography: Miss A McGuigan, Mrs K Farrell
<b>Curriculum</b>	KS3: Curriculum shaped around national curriculum requirements (4 hours a fortnight) KS4: AQA Geography (5 hours a fortnight)
<b>Facilities</b>	3 dedicated Geography classrooms with dimmable lighting, air-conditioning, desktop PC and date projector board. Bookable IT suites also available as well as smaller rooms and library facilities

# Department Information cont...

Resources	Collaboratively created lessons across all Key stages to utilise and adapt for individual group needs
Key areas for development	<p>OBJECTIVE – to develop our exam results across the faculty.</p> <p>Strategy 1. Outcomes and Tracking Progress To develop the % 9-5 at GCSE. To reduce the gap between our disadvantaged and non-disadvantaged students.</p> <p>Strategy 2. Outcomes To develop our outcomes of SEND students to ensure they are in line with their peers</p> <p>Strategy 3. Assessment and Marking To create a consistent approach to marking that maximises the opportunity for students to reflect on and develop their performance.</p> <p>Strategy 4. Knowledge-Rich Curriculum To develop current KS3 units to ensure breadth and depth of world knowledge accessible for all students.</p>



# Job Description

<b>JOB TITLE:</b>	Teacher of Geography
<b>JOB PURPOSE:</b>	To ensure that the negotiated aims and objectives of the department (which reflect those of the Academy) are achieved through classroom teaching and contribution to department policy via department meetings.
<b>ACCOUNTABLE TO:</b>	Head of Department/Senior Link
<b>ACCOUNTABLE FOR:</b>	The effective implementation of individual lessons / schemes of work and student standards and achievement.

KEY ACCOUNTABILITIES	KEY TASKS
<b>With Students</b> Contribute to the development of the curriculum and its successful implementation	<ul style="list-style-type: none"> <li>To prepare and deliver high quality lessons to students of all ages and levels of prior attainment in line with the department curriculum and pedagogy.</li> <li>To adapt teaching so that students of all levels of prior attainment and those with SEND and/or disadvantage make strong progress.</li> <li>Maintain a deep and up to date knowledge of your subject and its pedagogy</li> <li>Establish excellent classroom behaviour and build constructive relationships with students</li> <li>Give regular feedback to students on their learning.</li> <li>Assess students' progress and report to parents periodically in accordance with the Academy guidelines.</li> <li>To be a form tutor</li> </ul>
<b>With Colleagues</b> Communicate effectively with members of staff in the academy and maintain a collegiate working environment.	<ul style="list-style-type: none"> <li>Contribute to department meetings with knowledge and enthusiasm</li> <li>Maintain effective contact with parents, tutors the Head of Department and Year teams to ensure students are supported.</li> <li>Contribute positively and constructively to Year team meetings.</li> </ul>
<b>Wider Responsibilities</b> Develop department resources and provide an effective, safe learning environment. Contribute to the review , development and presentation of department policies and objectives.	<ul style="list-style-type: none"> <li>Take a full role in the creation and adaptation of high-quality learning resources.</li> <li>Effectively carry out tasks as directed by the Head of Department with support and guidance from other team members.</li> <li>Deliver enrichment to develop students' cultural capital and build their sense of belonging.</li> </ul>

Uplands' teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

# Person Specification

ESSENTIAL	DESIRABLE
<b>Qualifications</b> <ul style="list-style-type: none"> <li>Graduate &amp; Qualified teacher</li> <li>Strong academic background</li> </ul>	<b>Qualifications</b> <ul style="list-style-type: none"> <li>Evidence of commitment to professional development</li> </ul>
<b>Experience</b> <ul style="list-style-type: none"> <li>Secondary teaching experience</li> <li>A confident practitioner with the drive and ambition to develop further</li> <li>Excellent knowledge of assessment strategies and their effective implementation.</li> <li></li> </ul>	<b>Experience</b> <ul style="list-style-type: none"> <li>Teaching students at all levels of prior attainment.</li> <li>Experience of working in an impact led culture</li> <li>Experience of teaching at Key Stage 3, 4 and/or 5.</li> </ul>
<b>Philosophy</b> <ul style="list-style-type: none"> <li>Commitment to comprehensive education and inclusive teaching;</li> <li>A belief in the transformational power of education;</li> <li>High aspiration for all students;</li> <li>Desire to constantly improve and refine your subject knowledge and teaching practice.</li> </ul>	
<b>Personal Qualities</b> <ul style="list-style-type: none"> <li>Reflective and adaptable;</li> <li>Enthusiastic, tenacious with a positive attitude;</li> <li>Self-motivated and a team player;</li> <li>Resilient and solution focused.</li> </ul>	

Uplands Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff.



## High expectations and ambitions

Uncompromisingly high expectations for all our students and aim to provide a broad range of options to meet the needs of every individual.

Judged by Ofsted to be *Good*, “the leadership team continue to strive to provide the best possible education for each pupil”, “...strong leadership, good teaching and rising attainment, as well as pupils’ good behaviour and attitudes to learning.”

## Staff Testimonials

*Unlike any other school that I have taught at, and something that is so attractive about this school is the small, rural catchment where you are able to actually know the pupils that are in your lessons rather than just delivering from the front and steering a broad lesson, every lesson you can have those discussions and can have incremental impact on their learning.*

*Teacher of English, Uplands Academy*

*This is a school that has committed, caring staff that want to provide a safe, respectful, stimulating environment to allow students to reach their full potential and have confidence and belief in their own abilities.*

*Member of Staff, Uplands Academy*

*I get great job satisfaction from my role within the school and the end impact that it has on the students. The staff are a fantastic team to work with and very supportive of each other.*

*Member of Staff, Uplands Academy*





# How to Apply

Once again, thank you for your interest for the post of Teacher of Geography.

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form. Applications for this post should be made through [My New Term](#)
2. Provide Information to support your application, paying particular attention to the Person Specification. Please include any achievement data that is applicable to the role you are applying for.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Uplands Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff.

The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2025.

If you wish to arrange a visit or have an opportunity to discuss this post informally, please contact our HR department on:

01892 786611, or email [hr@uplands-academy.org](mailto:hr@uplands-academy.org)



# Our Values:

How will **you**  
make your **MARK?**

-  **Manners**
-  **Acceptance**
-  **Respect**
-  **Kindness**



How will **you**  
make your **MARK?**

-  **Motivated**
-  **Articulate**
-  **Resilient**
-  **Knowledgeable**

