



**HAILSHAM
ACADEMY**

AMBITIOUS FOR EXCELLENCE

SECONDARY PHASE

Head of Key Stage 3 English

Information for applicants
December 2025



MARK
Education
Trust

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Hailsham Academy Secondary Phase

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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 in Hailsham. 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.

We were delighted to welcome **Hailsham Community College** into **MARK Education Trust** in **September 2025**. Now known as **Hailsham Academy**, the school encompasses both the primary and secondary phases and strengthens our commitment to inclusive, high-quality education.

Having begun my teaching career at Hailsham Community College in 1996, which ultimately led to my role as Head of School before my appointment to the same position at Beacon Academy in 2012, I am especially proud to see Hailsham join the trust. Since I began working with the school again in an advisory capacity in 2023, I have greatly enjoyed reconnecting with a school so close to my heart and building strong relationships with its leadership team and wider school community.

Our Journey

I was appointed Headteacher of Beacon Academy in 2015 and became Executive Headteacher of MARK Education Trust in September 2022.

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.

Continued overleaf...

In September 2022, we welcomed **Uplands Academy** (formerly Uplands Community College) into MARK Education Trust. Located in Wadhurst, East Sussex, Uplands is a good school with vast potential, driven by an inspiring student body and a dedicated team of staff. We are proud of the excellent relationships that have developed between staff and students, underpinned by 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.

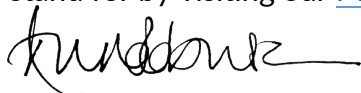
About MARK Education Trust

Together, 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 trust's schools remain oversubscribed across year groups - a testament to our committed team's dedication to our mission.

Guided by our [MARK Education Trust 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 connected by our shared vision and continuously striving for excellence through collaboration.

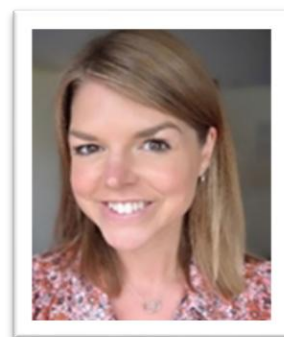
Join Us

As we look to the future, we are excited to grow our community responsibly and drive our shared vision forward. We warmly invite you to find out more about who we are and what we stand for by visiting our [MARK Education Trust website](#).



Anna Robinson
CEO and Executive Headteacher

Welcome to Hailsham Academy from the Headteacher **Natalie Chamberlain**



Hailsham Academy is a split site, all through school serving 1,500 students in the secondary phase and approximately 420 students in the primary phase. We are situated close to Eastbourne and the south coast, just minutes from a National Park and Areas of Outstanding Natural Beauty. Our staff travel to Hailsham from a variety of locations within the southeast, including Brighton, Uckfield, Seaford, Eastbourne, Bexhill and Tunbridge Wells.

In the early part of 2018, whilst under Hailsham Community College Academy Trust, we were approached by the Local Authority to provide a new Primary and Pre-school provision within the town. In September 2019 we opened a brand-new school approximately a mile from the Secondary site, thus extending the designation of the Trust to a 2-19 all-through school.

Since our last Ofsted inspection in March 2023, there have been some important changes that have taken place across the secondary phase of the school, including changes to our leadership structure, a revised pastoral structure to ensure we are providing effective support to our students, and a renewed focus on the quality of education and curriculum implementation.

We are proud and delighted to have joined MARK Education Trust in September 2025. Like our partner schools, we are proud to retain our unique identity while benefiting from the collective strength and collaboration of the trust.

Being part of MARK Education Trust brings many advantages for our school community. It enables us to share best practice, build on excellent teaching and learning, and provide even greater support for our students. The partnership allows us to strengthen our leadership capacity, create efficiencies, and further enhance the quality of education across our academy.

Vision, culture and expectations

Our vision is to provide the best possible education for all of our students and to be an exceptional and high-performing school, locally and nationally. We do this by relentlessly sustaining our culture that is highly aspirational and ambitious for excellence in all we do.

Our strategy for the future is rightly ambitious. We are uncompromising in our ambition, pursuing excellence at every level. We have a rigorous focus on consistent improvement and work meticulously to secure our culture of unapologetically high standards. Underpinning this is our shared belief in, and ambition for, the students of Hailsham Academy, and the experienced, loyal, highly skilled and highly effective team of staff who teach them.

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We ensure that teaching and learning inspires and challenges every student, enabling all to make excellent progress, regardless of their starting point. We offer a broad, knowledge rich curriculum within our disciplined standards agenda. Our environment is consistently calm, safe and orderly, enabling teachers to teach and students to learn.

We know that choosing a place to work in is one of the most important decisions you will make for yourself and your family, so we thank you for your interest in our Academy and hope the pack enables you to understand a little more about who we are and what we stand for as a school within MARK Education Trust.

We encourage you to visit us during this exciting new phase for our school.



Natalie Chamberlain
Headteacher - Secondary Phase



Why join our school and trust?

At Hailsham Academy, you will be part of a vibrant community dedicated to providing the best education for every student. Our staff work collaboratively, with high expectations and a culture of continuous improvement.

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
- Cycle to Work scheme

Staff Benefits

- Benchmarked salary scales
- Generous annual leave entitlement
- Local Government Pension Scheme/Teacher’s Pension Scheme
- Pay Policy
- Benenden
- 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

Hailsham is a thriving and well-connected market town in the heart of East Sussex, with excellent transport links to London, Eastbourne and Brighton, and a strong sense of community.

The nearby South Downs and Sussex coastline provide fantastic opportunities for outdoor activities and relaxation.



Department Information

Hailsham Academy's English Department is a dynamic, enthusiastic department; a collaborative approach to teaching and learning is embedded within daily practice and future planning. The Department is committed to continually reviewing and updating units of learning and teaching and learning styles, in order to engage students and facilitate achievement. We believe in providing pupils with an engaging, varied and enriching curriculum. Our skills-based teaching will allow pupils to foster a greater independence in their work and ensure they are fully prepared for the new, more rigorous GCSE. We work towards instilling in our learners a sense of the importance of pursuing continuous learning beyond the classroom and, indeed, beyond the Academy.

Departmental Teaching Structure	Head of Department: Mrs D Wakeling Teachers: Mr M Fairbanks, Mrs C Croud, Mr M Maxwell, Mrs C Turpin, Miss E Lang, Miss R Lee, Mr W Price, Mr Lambert, Mrs Harris, Mr O-Kelly, Mrs Fitch-Preston, Mrs Furlong (Assistant Headteacher – Belonging & Culture) English HLTA Mr G Page
Curriculum	KS3: National Curriculum (3 years) KS4: Eduqas GCSE English Language & English Literature (2 years) KS5: Pearson English Literature A-level; Pearson English Language A-level
2025 Results KS4 & KS5	A level English Language: 33.3% A* - B, 16.6% A* - A A level English Literature: 80% A* - B, 20% A* - A GCSE English Language 4+ 52.9% GCSE English Literature 4+ 49.8% GCSE English Language 5+ 35.8% GCSE English Literature 5+ 32.5% GCSE English Language 7+ 7.4% GCSE English Literature 7+ 7.9%
Facilities & Resources	The department benefits from a suite of classrooms in our new building. Each classroom has a promethean teaching screen, visualiser and lectern. All staff receive a laptop. We offer a knowledge-based curriculum and have implemented a 3-year strategy to re-write our shared schemes of learning and accompanying resources. The English Department is guided by the belief that students' experience of English should be a transformative and enriching experience for every student in our care. Through embedding a love of English language and literature, our curriculum nurtures critical thinkers, develops empathetic world citizens, and supports all our students to become articulate, confident individuals who are ambitious in their goals and leave us with the very best life chances. In English lessons, this means not only building a deep understanding of language and literature but also developing vital reading, writing, and oracy skills through deliberate practice. Guided by expert teachers and delivered in an engaging and inspiring way, our English curriculum equips students with the confidence and skills they need to step into the world ready to succeed.

Job Description

JOB TITLE:	Head of Key Stage 3 English
JOB PURPOSE:	To ensure that the negotiated aims and objectives of the department (which reflect those of the Academy) are achieved by enabling staff to deliver the curriculum effectively.
ACCOUNTABLE TO:	Head of English
ACCOUNTABLE FOR:	All staff who teach and provide support within English Key Stage 3 subject area

KEY ACCOUNTABILITIES	KEY TASKS
THE LEADERSHIP OF POLICY Involved in the review, development and presentation of Academy and government aims, policies and objectives. To develop supportive relationships within the Academy and the community.	To: <ol style="list-style-type: none"> To take part in implementing the above in the department. Lead, co-ordinate and evaluate the work in Key Stage 3 in relation to the teaching of English at Hailsham Academy. To take responsibility for the development of schemes of work, assessment and lesson planning in Key Stage 3. Ensure that the Department environment and ethos is understood by all and underpins and enhances students' learning and rewards students' achievements. Undertake all precautions to safeguard the health and safety of students and staff at all times within the subject area.
THE LEADERSHIP OF LEARNING Accountable for the quality of learning offered to the students.	To: <ol style="list-style-type: none"> Generate, disseminate, discuss, implement and evaluate curriculum for the Key Stage 3 area. Review student's work across the age and ranges of attainment. Monitor and evaluate the work of the English team in Key Stage 3 in relation to the teaching of English including marking and feedback audits and reviewing the impact of teaching and student progress. Monitor, track and analyse relevant data to make judgments to ensure progress of all students.

Job Description *continued*

KEY ACCOUNTABILITIES	KEY TASKS
THE LEADERSHIP OF PEOPLE Accountable for the effective leadership and co-ordination of those teaching in the key stage.	To: <ol style="list-style-type: none"> Create, maintain and enhance effective relationships and provide support as necessary. Ensure the curriculum is effectively planned and delivered and feedback is impactful. Ensure cover work is produced when necessary for members of the team.
THE LEADERSHIP OF RESOURCES Accountable for the allocation and monitoring of material resources within the key stage.	To: <ol style="list-style-type: none"> Liaise with the Head of English to manage efficiently and cost-effectively the resources available to the Department and set up systems to ensure good stock maintenance. Ensure resources are used to create and maintain an effective, safe learning environment Ensure resources are printed as necessary Monitor and evaluate the use of the physical environment Monitor and make the Head of English aware of Health and Safety issues.
THE LEADERSHIP OF COMMUNICATIONS Communication between specific subject area and subject Director of Learning	To: <ol style="list-style-type: none"> Provide information to the Head of English on Key Stage success and areas for development Advise the Head of English on relevant Inset needs and other opportunities Keep abreast with developments in the key stage area Attend relevant courses and disseminate the information to the department Ensure the department handbook communicates the correct information linked to the key stage area. Work with the Head of English to maintain a high profile of the department within the Academy and community

Teachers are expected to undertake any other duty as the Executive Headteacher or Headteacher may determine within the remit of the National Pay and Conditions document or within any other national or local agreement it may supersede.

This job description sets out the duties of the post at the time it was prepared. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a regrading of the post.

Person Specification

Job Title:	Head of Key Stage 3 English	
Line Managed by:	Head of English	
	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Graduate & Qualified teacher • Strong academic background 	<ul style="list-style-type: none"> • Evidence of continuing professional development
Experience and Skills	<ul style="list-style-type: none"> • Secondary teaching experience • An excellent practitioner with the drive and ambition to develop further • Excellent knowledge of assessment strategies and their effective implementation 	<ul style="list-style-type: none"> • Leadership experience • Teaching students across prior attainment bands in a large comprehensive school • Experience of working in an impact led data driven culture • Experience of teaching the most able • Experience of utilising both Apple and Microsoft programs to develop engaging lessons
Philosophy	<p>Commitment to:</p> <ul style="list-style-type: none"> • An educational vision focused on students • Working collaboratively with other team members to develop pedagogy • Equality of opportunity • The responsibility of contributing to whole team effort 	<ul style="list-style-type: none"> • An understanding of Academy status • Consistently good teaching with examples of developing outstanding practise. • An understanding of English as part of the whole curriculum

Person Specification *continued*

Skills

You will need to:

- Be an effective teacher
- Be an effective communicator
- Have strong ICT skills

Personal Qualities

- We will look for evidence of personal qualities such as vision, a team player, initiative, solution focused, energy, self-motivation, resilience and a sense of humour!

How to Apply

Once again, thank you for your interest in the post of Head of Key Stage 3 English.

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 an outstanding 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.

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 2024.

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

01323 841468, or email job.vacancies@hccat.net



Our Values

Making Our **MARK**

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

 **Manners**

 **Acceptance**

 **Respect**

 **Kindness**



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

 **Motivated**

 **Articulate**

 **Resilient**

 **Knowledgeable**



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