



**BEACON  
ACADEMY**

AMBITIOUS FOR EXCELLENCE

# Teacher of Personal Development (with potential Head of Dept. responsibilities)

Information for applicants  
October 2025



**MARK**  
Education  
Trust



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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.

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.

*Continued overleaf...*

## 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 schools remain oversubscribed across year groups - a testament to the dedication and impact of our highly skilled and experienced 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 ambition, values, and belief in the potential of every child, I warmly encourage you to consider joining Beacon Academy. You will be part of an exceptional team within both a thriving school and a growing trust, united in our determination to provide the very best education for all of our young people.

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



**Anna Robinson**  
CEO and Executive Headteacher

# Welcome to Beacon Academy

## A message from Headteacher Keith Slattery



Thank you for your interest in joining Beacon Academy. I have worked at Beacon for over 20 years and was proud to be appointed Headteacher in 2023. It is a privilege to serve this community and to lead the school on its continuing journey of excellence. In 2024, we were judged **Outstanding in all areas by Ofsted** - recognition of the dedication, professionalism and ambition of our staff and the achievements of our students.

Beacon Academy is a split-site, semi-rural, mixed 11–18 academy with 1,664 students, including over 320 in our thriving Sixth Form. Situated in Crowborough, on the edge of the Ashdown Forest and within easy reach of Tunbridge Wells, Brighton, Eastbourne and the south coast, we are an oversubscribed school with a diverse, non-selective intake from more than 10 primary schools and beyond.

Our Sixth Form, located on its own dedicated campus just minutes from our main site, attracts not only our own students but also those from local and international schools. We are proud that the vast majority of our students go on to secure places at their first-choice university, apprenticeship or employment.

At Beacon, we are uncompromising in our ambition for every student. We deliver a broad, knowledge-rich curriculum within a calm, safe and purposeful environment. Our culture is built on unapologetically high standards, a relentless focus on teaching and learning, and exceptional pastoral support. Alongside academic excellence, we place equal emphasis on developing happy, responsible and well-rounded young people – equipping them with the knowledge, character and confidence to thrive in life beyond school. This is achieved through our outstanding support networks, high expectations and a wide range of enrichment opportunities.

As part of MARK Education Trust, together with Uplands Academy and Hailsham Academy, we are motivated, ambitious, resourceful and knowledgeable. Our collaboration ensures that we remain outward-facing, innovative and committed to our shared vision of providing the very best education for every child.

If you share our values and our drive to inspire, challenge and support students to achieve their very best, I warmly invite you to consider joining our exceptional team.

**Keith Slattery**  
Headteacher

# TEACHERS' PROFESSIONAL DEVELOPMENT AT BEACON ACADEMY

## Routes into teaching

1

School Experience Days  
Teaching Assistant  
Individual Needs Assistant  
Cover Supervisor  
All support roles

## Early Career Training

3

University College London Early  
Career Teacher Training  
Bespoke mentoring  
Flexible training on SharePoint

## Leadership

5

ASCL Training  
National College of Education Level 7  
Apprenticeship  
NPQSL, NPQH, NPQ SEND  
East Sussex Aspiring Leaders

## Initial Teacher Training

2

PGCE (University of Sussex, University  
of Brighton)  
School Direct, University of Brighton,  
Teach Kent and Sussex  
Assessment Only (University of Sussex)  
Apprenticeship (funded route)

## Development for experienced teachers and middle leaders

4

National Professional Qualifications in  
Teacher Development, Leading Literacy,  
Behaviour and Culture, Leading Teaching  
Pedagogy group  
Ongoing curriculum training  
Exam board training  
Behaviour Working Party  
Mental Health First Aider  
Spending time in Student Support  
Supporting quality assurance  
Exam marking  
BAT duties  
INSET days  
Making Our MARK blog  
Research Lead Programme



# Department Information

The Personal Development Department are an ambitious department, that seeks to equip students with a variety of skills and an understanding of the wider world that will enable them to remain healthy, safe and prepared for life and work in modern Britain. We aim for students to learn about a diverse range of topics through timetabled lessons and bespoke tutor and assembly programme that is designed to directly meet the needs of our students.

As a result of our broad and balanced curriculum, students will develop an array of enriching skills including resilience, self-esteem, empathy and respect. Learning covers all areas of the Personal Development curriculum, including health and wellbeing, relationships and sex, and living in the wider world (including economic wellbeing and aspects of careers education). Our curriculum maximises educational opportunities and prepares our students to be socially and economically successful.

Alongside the study of RSE, students also have the opportunity to learn more about the world around them on a local, national and global scale; develop an awareness of finances (including mortgages and loans), how to remain safe (including DATE) and further develop SMSC and an understanding for Modern British Values. A variety of resources and use of external speakers are used to enrich the curriculum along with participation in community events such as Remembrance Service. Enrichment and rewards form a key part of this role including coordinating and monitoring the school systems.

**OFSTED 2024:** "The school makes sure that pupils of all ages learn about mental health and similar important issues. Careers guidance is detailed and informative. Sixth-form students welcome the chance to learn about personal finance, in readiness for the next stage in life. Pupils of all ages develop confidence and interpersonal skills through leadership opportunities. They are proud to take on roles as sports leaders, librarians or student ambassadors."

**OFSTED 2022:** "Leaders have designed a comprehensive programme to develop pupils' understanding of the world around them. Pupils learn how to stay safe and look after their well-being in personal development lessons, tutor time and assemblies. For example, pupils can confidently explain about mobile phone safety and alcohol misuse. They understand how to recognise extremist views. The programme is kept under constant review and often adapted to respond to issues that arise locally or nationally."

<b>Departmental Teaching Structure</b>	<b>Senior Link:</b> Mrs H Bodman <b>Head of Department:</b> Ms K Richardson
<b>Curriculum</b>	<b>KS3:</b> Two hours a fortnight <b>KS4:</b> One hour a fortnight <b>KS5:</b> One hour a fortnight
<b>Key areas for development</b>	<ul style="list-style-type: none"><li>Continue to review the Personal Development curriculum to ensure that it remains current and relevant to the needs and interests of our student body.</li><li>To continue to use student voice to adapt content, particularly that which focuses on CEIAG (Careers Education, Information, Advice and Guidance) and child on child abuse.</li></ul>

# Job Description - Teacher

<b>JOB TITLE:</b>	Teacher
<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>

Beacon's 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></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>	

Beacon 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.



# Why join our school and trust?

*"There is a strong sense of working together, with staff frequently going the extra mile for their pupils. Staff are proud to work at Beacon. They value the trust that leaders place in them. Staff at all levels feel very well supported, including teachers in the early stages of their careers. They value the careful consideration that leaders always give to their well-being and workload."* OFSTED

## 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
- Pay Policy
- 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

Crowborough is the second largest inland town in East Sussex and the highest town in the High Weald Area of Outstanding Natural Beauty. It sits on the very edge of the Ashdown Forest which offers wonderful opportunities to explore.

Crowborough is an excellent town with plenty of things to do for families together with good transport connections to the south coast, Royal Tunbridge Wells and London.





## A centre of excellence

Our high expectations and inclusive culture ensure that all students are inspired, challenged and supported to make excellent progress.

Judged by Ofsted to be *Outstanding* in all five inspection categories.  
April 2024

## Staff Testimonials

Beacon Academy is a friendly, supportive and inclusive place to work. The staff here show a positive commitment to the students who attend Beacon Academy and also to each other in the roles we do. Each member of the team is made to feel as though they fit in at Beacon Academy, with opportunities given to progress in their professional development and in remits they wish to pursue.

I recommend this school to anyone who wishes to work in an open and inclusive environment and who really values their time as a teacher. It will not be wasted at this outstanding school with high values and dedication to the profession.

Teacher of English



*Joining Beacon Academy back in September was and will always be a focal point of my career. I have found our colleagues here at Team Beacon to be extremely kind and welcoming which in turn has helped me to feel comfortable and safe here in my new role. I feel like no question is a silly question and I am genuinely valued for my contributions to the community. It is an honour to work here. People are kind to students and students are often kind in return. It is a feeling here like no other and I feel privileged to be a part of this fantastic school.*

ECT – Teacher of History

Beacon Academy is like one big family, all staff are supportive not only to the students but also to all of their colleagues whether they be teaching or support staff. The Trust encourages and supports staff in continuing their own educational studies which improves the knowledge of individuals and their departments.

Support Staff



# How to Apply

Once again, thank you for your interest in the post of Teacher of Personal Development.

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 2025.

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

01892 603000, or email [hr@beacon-academy.org](mailto:hr@beacon-academy.org)



# Our Values:

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



**Manners**



**Acceptance**



**Respect**



**Kindness**



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



**Motivated**



**Articulate**



**Resilient**



**Knowledgeable**



**MARK**  
Education  
Trust



**BEACON  
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**HAILSHAM  
ACADEMY**

AMBITIOUS FOR EXCELLENCE



**UPLANDS  
ACADEMY**

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