



**UPLANDS
ACADEMY**

AMBITIOUS FOR EXCELLENCE

Senior Teaching Assistant (SEMH & EBSA)

Information for applicants
June 2026



MARK
Education
Trust



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



As the Executive Headteacher (EHT) and Chief Executive Officer (CEO) 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
Executive Headteacher & CEO

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 school.

A handwritten signature in blue ink, appearing to read 'Chris Connor'.

Chris Connor
Headteacher

Why work for MARK Education Trust

At MARK Education Trust, our staff are at the heart of everything we do. We are committed to creating a supportive, ambitious and people-centred environment where every colleague feels valued and able to thrive. As part of our dedication to staff wellbeing, professional development and work-life balance, we offer a comprehensive range of employee benefits.

Flexible Working

We offer a flexible working approach wherever possible, supporting colleagues to balance professional responsibilities with personal commitments.

Staff Recognition

We celebrate the contributions and achievements of our staff through trust-wide and school level recognition initiatives.

Pension Schemes

All staff are eligible to join:

- Local Government Pension Scheme (support staff)
- Teachers' Pension Scheme (teaching staff)

Generous Annual Leave

Support staff benefit from a generous holiday entitlement.

Wellbeing Support

All colleagues have access to our Employee Assistance Programme, which includes:

- Free, confidential telephone support
- Face-to-face counselling
- Wellbeing resources and guidance

Staff Voice

We actively seek and value feedback through regular staff surveys and staff forums, to help shape trust policy.

Discounts and Perks

- Eligibility for the Blue Light Card, offering a wide range of national and local discounts.
- Discounted gym membership and exercise classes at Uplands Academy.
- Free parking on site or within close proximity at all trust schools.

Join Our Team

At MARK Education Trust, you will be part of a collaborative, forward-thinking community that is motivated, ambitious, resourceful and knowledgeable - united in supporting the success and wellbeing of our students.



Our Employee Benefits:

- Flexible Working
- Staff Recognition
- Pension Schemes
- Generous Annual Leave
- Wellbeing Support
- Staff Voice
- Discounts
- Free on-site parking

Job Description

JOB TITLE	Senior Teaching Assistant (SEMH & EBSA)
PAY SCALE	Single Status Grade 4-5, Point 9-13
JOB PURPOSE	<p>To co-ordinate and monitor SEND provision for an allocated year group(s) or key stage, ensuring students receive high-quality, evidence-informed support that promotes inclusion, participation, independence, wellbeing and achievement.</p> <p>The successful candidate will work collaboratively with students, families, staff and external professionals to identify needs, remove barriers to learning and support positive outcomes. The postholder will play a key role in implementing the graduated approach, coordinating interventions and supporting Teaching Assistants.</p>
ACCOUNTABLE TO	SENDCo

Main Duties and Responsibilities:

Student Support and Inclusion

- Build positive relationships with students and act as a key adult for identified students.
- Promote inclusion and support students to participate fully in school life.
- Support students to develop independence, self-advocacy, confidence and resilience.
- Ensure reasonable adjustments and personalised strategies are implemented consistently.

SEND Coordination and Assess, Plan, Do, Review

- Coordinate SEND provision for an allocated year group(s) or key stage.
- Contribute to and coordinate the Assess, Plan, Do, Review process.
- Coordinate the development and review of Additional Needs Plans (ANPs) and Pupil Passports.
- Track and monitor student progress, attendance, engagement and wellbeing.
- Contribute to reviews, EHCP annual reviews, TAC meetings and statutory SEND processes.
- Ensure pupil voice and person-centred planning are central to decision-making.

Intervention Coordination

- Coordinate, deliver and monitor interventions across the allocated year group(s) or key stage and where appropriate across other year groups.
- Ensure interventions are evidence-informed and matched to student need.
- Maintain provision maps and monitor the impact of support and interventions.

Leadership and Partnership Working

- Provide day-to-day support and guidance for allocated Teaching Assistants.
- Support the induction and development of new staff.
- Develop positive relationships with parents and carers and maintain effective communication.
- Work collaboratively with teaching staff, pastoral teams and external professionals.
- Support implementation of recommendations from specialist assessments and reports.

Job Description *continued*

Professional Responsibilities

- Maintain accurate and confidential student records.
- Promote safeguarding, wellbeing and equality of opportunity.
- Attend relevant meetings, training and CPD opportunities.
- Keep up to date with SEND legislation and evidence-informed practice.
- Participate in performance management and contribute to the ongoing development of SEND provision.

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 Academy 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
<p>Qualifications and knowledge</p> <ul style="list-style-type: none"> • Understanding of the SEND Code of Practice and graduated approach. • GCSE English and Mathematics Grade 4/C or above (or equivalent) 	<p>Qualifications and knowledge</p> <ul style="list-style-type: none"> • Level 3 Teaching Assistant qualification or equivalent. • Additional SEND-related training (e.g. Autism, ADHD, Dyslexia, Speech and Language, SEMH).
<p>Experience</p> <ul style="list-style-type: none"> • Experience supporting children and young people with SEND. • Experience working within a school environment. • Experience contributing to Assess, Plan, Do, Review processes. 	<p>Experience</p> <ul style="list-style-type: none"> • Experience contributing to annual reviews and EHCP processes. • Experience line managing, mentoring or supporting colleagues. • Experience coordinating interventions and provision maps. • Experience working with external agencies.
<p>Philosophy</p> <ul style="list-style-type: none"> • Working collaboratively with other team members • Equality of opportunity • The responsibility of contributing to whole team effort • Commitment to inclusive, person-centred and strengths-based practice. 	<p>Philosophy</p>
<p>Skills</p> <ul style="list-style-type: none"> • Ability to build positive relationships with students, families and professionals. • Strong organisational, communication and record-keeping skills. • Ability to coordinate support, interventions or provision for students. • Ability to support and guide colleagues effectively. 	
<p>Personal Qualities</p> <p>We will look for evidence of:</p> <ul style="list-style-type: none"> • High expectations and aspirations for all learners. • Initiative and solution-focused thinking. • Strong teamwork and collaboration. • Resilience, adaptability and professionalism. • Reflective practice and commitment to continuous improvement. • Enthusiasm and positivity. • A genuine commitment to improving outcomes for young people with SEND. 	



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 Senior Teaching Assistant (SEMH & EBSA)

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



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
ACADEMY

AMBITIOUS FOR EXCELLENCE



HAILSHAM
ACADEMY

AMBITIOUS FOR EXCELLENCE



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