



**BEACON
ACADEMY**

AMBITIOUS FOR EXCELLENCE

Site Operative

Information for applicants
May 2026



MARK
Education
Trust



Contents

1. Welcome from the Executive Headteacher & Chief Executive Officer
2. Welcome from the Headteacher
3. Why work for MARK Education Trust
4. Job Description
5. Person Specification
6. Staff Testimonials
7. How to Apply

Beeches Site
North Beeches Road
Crowborough
East Sussex
TN6 2AS

Sixth Form Site
Green Lane
Crowborough
East Sussex
TN6 1DD

01892 603000

www.beacon-academy.org

Facebook: @BeaconAcademyCrowborough

Instagram: @beaconacademycrowborough

X: @Beacon_Academy

Welcome from the Executive Headteacher and CEO

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.

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
Executive Headteacher and CEO

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.

A handwritten signature in black ink, appearing to read 'Keith Slattery', written in a cursive style.

Keith Slattery
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	Site Operative
Pay Scale	Single Status Grade 6
Job Purpose	Specific maintenance, general security and to carry out an efficient service in all aspects of the job description
Accountable To	Site Manager

Main Duties and Responsibilities:

Routine opening / closing of Academy buildings and grounds throughout the year (inclusive of weekends by agreement and with additional payments).

- Operate heating and hot water plant in accordance with training / instruction and codes of practice, maintaining areas of plant in a neat and tidy state.
- To carry out security rounds and procedures with other necessary associated duties, being perimeter fencing, alarms, maintaining fixtures in good state of repair.
- Contact, as directed, appropriate services in the event of emergencies such as; fire, water burst, break-in, vandalism or accident. Take appropriate action as necessary to protect the Academy buildings and property.
- Assist with enquiries regarding repair, maintenance works, escorting workers/contractors to site of works as directed by the Site Manager, inspecting/signing off works in their absence, if authorised to do so.
- Inform the Site Manager where repairs/maintenance are necessary, particularly in the areas of Health and Safety, where self or others may be at risk, then carry out tasks to rectify within area of own capabilities and Health and Safety guidelines.
- Carry out repair works to internal and external areas of the Academy as scheduled or prioritised by the Site Manager where such works are considered to be within one's own capabilities with due regard to Health and Safety regulations.
- Carry out replacement / cleaning of indoor and outdoor lighting fittings and diffusers with attention to Health and Safety.
- Maintain up-to-date records of Repairs and Maintenance (In-house), carried out to the site.
- Attend emergency cleaning upon request i.e. broken glass, sickness, vandal damage etc, replacing / repairing where damage has occurred - removing debris etc.
- Carry out cleaning duties to halls, gyms and agreed areas according to routines.
- During Academy closure periods, undertake floor treatment works i.e. preparation, application of polishes and seals and carpet cleaning as directed.
- Move / transport furniture and equipment as required with-in guidelines of Health and Safety at Works Act, to facilitate works as specified.
- Set out required furniture for examinations, assemblies and functions as and when detailed.
- Accept delivery of parcels and other materials / goods (signing for delivery) and ensure delivery to appropriate storage/department, obtaining signatures.

Job Description *continued*

- Remove caretaking / cleaning equipment known to be faulty to workshop area and repair those that are within your capabilities and Health and Safety guidelines.
- Ensure adequate supplies of caretaking and cleaning consumables are maintained and report to Site Manager when re-ordering is required.
- Ensure deep cleaning is carried out to areas where major works have been completed.
- Ensure that the standards of cleaning are maintained dealing with defects & report to the Site Manager such defects.
- Maintain records of lettings overruns, call-outs and unauthorised use of Academy site.
- Carry out tasks / duties as may be required from time to time in accordance with the needs of the Academy, reasonable requirements and Health and Safety guidelines.

General Support:

- Report student and Academy issues in line with the Academy's policies for health and safety, child protection, behaviour management etc.
- Attend meetings and training sessions as required.
- Be aware of and act in line with Academy policies and procedures as outlined in the Staff Handbook.
- Be involved in extracurricular activities, e.g. open days, presentation evenings as required
- To handle all confidential correspondence and matters with discretion at all times

Performance Management

- Participating in the Academy's arrangements for performance management, professional development and the Academy's arrangements for quality assurance and internal verification
- Attend relevant CPD opportunities

Safeguarding

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

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 Criteria	Desirable Criteria
<p>Knowledge</p> <ul style="list-style-type: none"> Basic computer skills including Microsoft Office Outlook. 	<p>Knowledge</p> <ul style="list-style-type: none"> An understanding of the main Health & Safety Regulations, including COSHH and risk assessment and how they apply in a working environment. A sound knowledge of the building cleaning standards.
<p>Experience</p> <ul style="list-style-type: none"> Experience of carrying out specialist building maintenance work within the reasonable capacity of a normal handy person 	<p>Experience</p> <ul style="list-style-type: none"> Experience of keeping detailed work records
<p>Skills and Abilities</p> <ul style="list-style-type: none"> Driver's License Ability to identify work priorities and manage own workload, whilst ensuring that lower priority work is kept up to date. Ability to act on own initiative, dealing with any unexpected problems that arise Ability to demonstrate good inter-personal skills to communicate with a range of people Ability to demonstrate commitment to Equal Opportunities Ability to undertake a range of maintenance and cleaning duties. Ability to work effectively and supportively as a member of the Academy team 	<p>Skills and Abilities</p> <ul style="list-style-type: none"> Ability to inspect and record the work of contractors
<p>Personal Qualities</p> <ul style="list-style-type: none"> Willingness to participate in further training and development opportunities offered by the Academy, to further knowledge Willingness to maintain confidentiality on all Academy matters 	



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 Site Operative.

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 Policy 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



Our Values:

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

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



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

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

