



# Teacher of English

Information for applicants  
December 2025

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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.

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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 Benefits

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

### Staff Wellbeing

- Flexible working
- Mental health and wellbeing programmes
- Opportunities to share your views through staff surveys and forums
- Cycle to Work scheme

- 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.

<b>Departmental Teaching Structure</b>	<b>Head of Department:</b> Mrs D Wakeling <b>Teachers:</b> 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) <b>English HLTA</b> Mr G Page
<b>Curriculum</b>	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
<b>2025 Results KS4 &amp; KS5</b>	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%
<b>Facilities &amp; Resources</b>	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

<b>Job Title:</b>	<b>English Teacher</b>
<b>Line Managed by:</b>	<b>Head of English</b>
<b>Salary:</b>	<b>Teachers Main Pay Scale/Upper Pay Scale</b>
<b>Date:</b>	<b>December 2025</b>
<b>Teaching and Learning:</b>	
<ul style="list-style-type: none"><li>• To have a direct teaching input to all year groups and ability levels where appropriate within the whole-school timetable</li><li>• To assist in developing and implementing a whole-school policy for the teaching and learning of English.</li><li>• To assist and work with the teacher responsible for this curriculum area (and other colleagues) in promoting high standards of teaching and learning</li><li>• To help maintain and develop the teaching resources within the curriculum area</li><li>• To assume an active pastoral role and to promote and encourage high standards of work and behaviour</li><li>• To assist with the identification of training needs of both self and others and to contribute to in-service training with particular regard to this curriculum area</li><li>• To participate in subject specific testing and assessment of students in all Key Stages and to carry out more detailed assessment as needed</li><li>• To assist with an efficient system for monitoring, recording and reviewing the progress within the curriculum area</li><li>• To assist in establishing strategies to deal with under-achievement or disciplinary problems within the curriculum area</li><li>• To assist with the integration of cross-curricular skills, themes and dimensions both within and outside the curriculum area.</li><li>• To co-operate with any support services which may be available both within the Academy and from external sources paying regard to the role of other staff and their specific responsibilities</li><li>• To ensure that appropriate targets are set, monitored and fully reviewed with individual students on a termly basis.</li><li>• To uphold and develop the high standards of care, support and discipline which are crucial to the well-being of the individual students in Hailsham Academy</li><li>• To take a lead in their own CPD</li><li>• To actively engage in self review as part of Performance Management cycle</li><li>• Any other such duty as the Headteacher may determine within the remit of the National Pay and Conditions Document or within any other national or local agreement which it may supersede</li></ul>	

# Job Description continued

## Main duties:

- To teach English throughout the Academy across the age and ability range
- To implement the staff responsibilities as laid out in the English Department Handbook
- To assist in the ongoing review and development of schemes of work
- To work closely with the other members of the English Department and, where required, with colleagues from other Departments
- To support the MARK Trust values and Aims & Objectives.
- To take on the duties of Mentor
- To adhere to and fully implement Academy policies as laid down by the Headteacher and Governors

## Communication:

- To attend Academy briefings, full staff meetings, subject area and Year Group meetings
- Ensure student information is transferred to appropriate staff

## Whole school:

- Take on role as mentor within a year group
- Ensure that Academy policies are fully implemented and followed
- Actively support strategies for prioritising high achievement based on student prior attainment

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:	Teacher of English	
Line Managed by:	Head of English	
	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Educated to degree level or equivalent</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development</li> </ul>
Experience and Skills	<ul style="list-style-type: none"> <li>• Demonstrate experience of improving student outcomes</li> <li>• Understanding of innovative approaches to teaching and learning</li> <li>• Understanding of the National Curriculum and Ofsted Framework</li> <li>• Demonstrable experience of high-quality teaching and learning</li> <li>• Positive effective strategies for behaviour management</li> <li>• Experience of optimising the attainment and progress of students</li> <li>• Ability to use data and ICT effectively to assess performance and raise achievement</li> <li>• Experience of working with children with significant barriers to learning</li> <li>• Knowledge and understanding of schools' statutory responsibilities regarding safeguarding and the needs of students with SEND</li> <li>• Well-developed interpersonal and organisational skills and the ability to work collaboratively, leading to the achievement of department aims</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of having made a significant contribution to the success of a setting through its student outcomes and ethos</li> <li>• Experience as a form tutor /mentor and/or pastoral work</li> <li>• Experience of organising subjectbased activities and visits</li> </ul>

# Person Specification continued

<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>Outstanding learning secured for students through outstanding teaching and a calm, orderly environment where students can demonstrate excellent engagement with their learning</li> <li>The need for all students needs to be addressed and for teachers to be able to take risks which facilitate stretch and challenge</li> <li>Effective, rigorous and sensitive relationships with students that secure positive emotional health and an excellent culture for learning</li> </ul>	
<b>Vision and Values</b>	<ul style="list-style-type: none"> <li>Vision and values aligned with the Academy's high aspirations and high expectations for children, staff and families</li> <li>Willingness to engage with parents / carers in order to encourage their close involvement in the education of their children</li> <li>Resilience and motivation to support the academy through day-to-day challenges while maintaining positivity and professionalism</li> <li>Ability to lead and inspire all students with a sense of the intrinsic joy of learning and their own ability to succeed</li> <li>Rigorous use of data to inform and shape teaching and learning in order to secure outstanding outcomes for all students</li> <li>Strong organisational skills</li> <li>A deep commitment to the safeguarding and wellbeing of all students</li> </ul>	<ul style="list-style-type: none"> <li>Clear understanding of the ethos and strategies to establish high standards of outcomes and attitudes and behaviour in an area of socioeconomic challenge and commitment to relentlessly securing those standards</li> <li>Knowledge of the Academy Strategic Plan and KPIs and the role to be played by the English department</li> </ul>

# Person Specification continued

Relationships with Stakeholders	<ul style="list-style-type: none"><li>• Commitment to working with others to secure the best outcomes for children</li><li>• Skillful management and understanding of how to secure strong relationships with other academy staff, families and other external relationships</li></ul>	
Work-related personal qualities	<ul style="list-style-type: none"><li>• Demonstrate personal enthusiasm and commitment aimed at making a positive difference to children and young people and raising standards</li><li>• Demonstrate personal and professional integrity, including modelling values and vision</li><li>• Commitment to support the aims of the MARK Academy Trust</li><li>• Flexible and able to manage workload and competing deadlines, prioritising appropriately, using initiative and maintaining good humour</li><li>• Evidence of commitment to and understanding of collective responsibility</li></ul>	

# How to Apply

Once again, thank you for your interest in the post of Teacher of 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](mailto:job.vacancies@hccat.net)



# Our Values

## Making Our MARK

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

thumb up icon **Manners**

two hands icon **Acceptance**

handshake icon **Respect**

heart icon **Kindness**



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

thumb up icon **Motivated**

speech bubble icon **Articulate**

hand with fist icon **Resilient**

brain with gears icon **Knowledgeable**

