



**UPLANDS
ACADEMY**

AMBITIOUS FOR EXCELLENCE

Art Technician

Information for applicants
September 2026



MARK
Education
Trust



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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.

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](#).

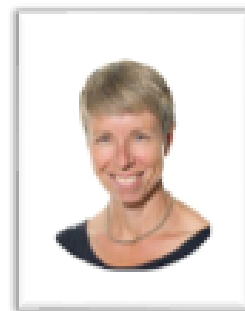


Anna Robinson
Executive Headteacher and CEO

Welcome to Uplands Academy

A message from Headteacher

Zoe James



Thank you for your interest in joining Uplands Academy. Choosing the right school is one of the most important professional decisions you will make, and I am delighted that you are considering becoming part of our ambitious and thriving community.

I took up post as Headteacher in September 2026, and I am incredibly proud to lead a school where high aspirations, exceptional opportunities and a relentless commitment to excellence underpin everything we do. Our vision is clear: we want every young person to flourish academically, socially and personally, leaving Uplands equipped to succeed in an ever-changing world. We foster strong relationships rooted in high expectations, ensuring that every student is known, valued and challenged to achieve their very best. Through our broad, knowledge-rich curriculum and extensive wider opportunities, we develop confident, resilient and well-rounded young people who are ready to make a positive difference in society.

In January 2025, Ofsted judged Uplands to be a **Good** school, recognising the high standards, strong outcomes and positive culture that characterise our community. Whilst we are proud of this achievement, we are not complacent. We are determined to build on these successes and continue our journey towards becoming a truly exceptional school, where excellence is the expectation and continuous improvement is embedded in every aspect of our work.

We expect all members of our community to **Make their MARK** by being motivated, articulate, resilient and knowledgeable, while demonstrating manners, acceptance, respect and kindness. These values are more than words; they shape the culture of our school and are reflected in the strong relationships between staff, students, parents, carers, trustees and the wider community.

At Uplands, we recognise that outstanding schools are built by outstanding people. We are committed to recruiting, developing and retaining talented professionals who share our ambition and passion for education. We invest in professional growth at every stage of a career, creating opportunities for colleagues to innovate, lead and make a lasting impact on young people's lives.

Our staff are at the heart of our success. They are dedicated, highly skilled professionals who combine expertise with care and compassion. Together, we foster a culture of collaboration, high performance and continuous learning, where colleagues are supported to excel and where achievements are celebrated. We believe that when staff thrive, students thrive, and we place great importance on wellbeing, inclusion and creating an environment in which everyone can succeed.

Uplands sits at the heart of the vibrant village of Wadhurst and enjoys a strong reputation within the local community. We value the partnerships we have built with parents, carers, local organisations and residents, recognising the important role these relationships play in enriching the experiences and opportunities available to our students.

Continued overleaf...

This is an exciting and pivotal moment in Uplands' journey. With a strong foundation, a clear vision for the future and a talented team driving improvement, we are determined to continue raising aspirations and expanding opportunities for every young person in our care. If you share our ambition and commitment to excellence, I warmly encourage you to visit us, meet our staff and students, and experience first-hand the energy, warmth and aspiration that make Uplands such a special place to work and learn.



Zoe James
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	Art Technician
PAY SCALE	Single Status Pay Scale 4
JOB PURPOSE	To help setup equipment, support lessons and carry out any administrative tasks required within the department.
ACCOUNTABLE TO	Head of Art Department

Support to the Classroom

- Provision of support services to the teaching staff in organising the requirements for their work
- Preparation of materials to exact specification from stock as directed and clearing away equipment.
- Operation of and preparation of computer aided manufacturing equipment
- Assistance to teaching staff with demonstration lessons and practicals
- Oversight of specialised teaching areas, stores and/or preparation room and arrangements for maintenance and repair services to equipment and working surfaces
- Assisting in the maintenance of safety standards in the departments

Administration

- Maintenance of stock and breakage records, catalogues and user manuals
- Ordering, receiving and accounting for new stock and equipment

Resources

Assist with the development of resources by:

- Making of models and fixtures
- Operation of audio-visual equipment and arrangement for appropriate maintenance and servicing
- Prepare and make teaching aids as required working on own initiative
- Design and construction of apparatus

Health, Safety and Security

- Routine maintenance and up-keep of classroom equipment and tools
- Ensuring compliance of Health and Safety at Work
- To provide First Aid where necessary (training to be provided if not qualified)

Support to Academy

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of, support and ensure equal opportunities for all
- Contribute to the overall ethos/work/aims of the Academy
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings as required
- Assisting in the organisation of trips and extra-curricular activities
- Participate in training and other learning activities and performance development as required
- Assist with student needs as appropriate during the school day

Job Description *continued*

- Support teaching staff as necessary in the lead up to GCSE examinations and to assist putting up their shows at the end of the year
- Prepare and maintain display boards in the department and around the school
- To be able to communicate with parents if they would like to come into school to collect artwork
- Refill printers with paper and replace cartridges as required
- Assist students with basic computer work and printing
- Attend Open Days once a year if required

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

- MARK Education Trust 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 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
Qualifications and knowledge • Good academic background	Qualifications and knowledge • A strong academic background in Art
Experience • Experience of using ICT • General technical/resource support • Experience working with a range of Art equipment and resources	Experience • Experience of working in an educational setting
Philosophy • Working collaboratively with other team members • Equality of opportunity • The responsibility of contributing to whole team effort	Philosophy • An understanding of Academy status • An understanding of Art as part of the whole curriculum
Skills • Ability to work in an organised and methodical manner • Ability to maintain technology equipment • Ability to assist with the Academy newsletter by communicating events and updates • Ability to communicate with a range of audiences including other employees within the school, students and parents • Ability to identify work priorities and manage own workload to meet deadlines whilst ensuring that lower priority work is kept up to date • Ability to show sensitivity and objectivity in dealing with confidential issues	
Personal Qualities We will look for evidence of personal qualities such as vision, a team player, initiative, solution focussed, energy, self-motivation, resilience and a sense of humour!	



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 Art Technician.

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 2026.

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



UPLANDS
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