



 **HAILSHAM
ACADEMY**
AMBITIOUS FOR EXCELLENCE
PRIMARY PHASE

Deputy Pre-School Manager

Information for applicants
February 2026

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Hailsham Academy Primary 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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Welcome from the CEO and Executive Headteacher **Anna Robinson continued**

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 our Primary Phase from the Headteacher Tom Redman



Hailsham Academy is a split site, all through school serving 1,500 pupils in the secondary phase and approximately 420 pupils 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.

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 pupils of Hailsham Academy, and the experienced, loyal, highly skilled and highly effective team of staff who teach them.

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As Headteacher of the Primary Phase, I am immensely proud of the thriving community we have built since opening in 2019. Our vision is to provide the very best possible start to every child's educational journey, ensuring that they leave our phase confident, curious, and ready to excel in the next stage of their learning. We place great importance on nurturing the whole child, balancing high academic ambition with a strong focus on personal development, wellbeing and character education.

Our Primary Phase is housed in a purpose-built school, and the building and facilities provide a state-of-the-art environment where children can flourish. From spacious, well-resourced classrooms to dedicated outdoor learning areas, our facilities have been designed to inspire curiosity, creativity and a love of learning from the very start of a child's journey with us.

Our dedicated team of staff are passionate about delivering a rich, ambitious and knowledge-led curriculum that is carefully sequenced to inspire a life-long love of learning and to enable all pupils, regardless of their starting point, to make excellent progress. Reading is at the heart of our curriculum, and we are relentless in developing confident, fluent readers who develop a life-long love of books.

We are equally proud of our vibrant wider curriculum, which includes opportunities for creativity, physical development, outdoor learning, and enrichment experiences that broaden horizons. Our close links with the secondary phase allow us to benefit from shared expertise, specialist teaching, and strong transition arrangements, ensuring that our children move seamlessly through their all-through school journey.

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.



Tom Redman
Headteacher - Primary 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

- Competitive 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

- Care First/Benenden
- Paid sick leave for teaching 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.



Job Description

JOB TITLE	Deputy Pre-School Manager
PAY SCALE	Single Status Grade 6, Point 14
JOB PURPOSE	To assist in the day to day running and management of the Pre-School, playing an active role in the Pre-School team, and providing a stimulating and caring environment for the children. To deputise for the Pre-School Manager in their absence.
ACCOUNTABLE TO	Early Years Lead

Main Duties & Responsibilities:

- To plan, prepare and participate in a range of activities that promote each Child's prime areas of learning to reach their full potential.
- To act as key worker for a group of children, by observing, monitoring and accurately recording each individual's development.
- To model excellent practice and support peer on peer observation within the setting. Promote effective planning, preparation and participation in a range of activities ensuring the consistent and quality delivery of the Early Years Foundation Stage.
- To help children acquire self-help skills, including dressing, feeding, toilet training and an awareness of personal hygiene.
- To support with the transition to mainstream education and contribute to summative assessments. To attend home visits in the absence of the nursery manager.
- To communicate with parents/carers about the day-to-day needs of the children by fostering parental involvement and encouraging positive parenting skills. Meet with key children's parents/carers and review children's next steps and identify areas for further development including how parents will support their children's learning at home.
- Attend internal and external moderation meetings to ensure assessment is accurate.
- To develop and maintain good working relationships with parents/carers and external and internal agencies and partners.
- Offer support to students, trainees and volunteers liaising with colleagues as required
- To attend parent evenings/open days as required.
- To attend staff and team meetings as appropriate and contribute to staff meetings, team training days and other meetings within the setting and wider school.
- To assist in the organisation of registers and staff rotas to ensure that staff/child ratios are maintained at all times.
- To assist the Pre-school Manager in supporting staff in their roles.
- To deputise for the Pre-school Manager in his/her absence and fulfilling the Pre-school Manager role.
- To ensure that the Pre-school meets safety and hygiene requirements.
- To help ensure that the aims and objectives of East Sussex County Council's statutory framework for the early year's foundation are met within the Nursery.

Job Description continued

- To be aware of and respond to the School's Safeguarding Policy, Confidentiality Procedures and other School policies.
- To ensure that everyone involved with the Nursery are treated as unique individuals with respect and full consideration, in line with the school's Equal Opportunities Policy.

General

All school-based staff can be expected to work across both the school and pre-school, undertaking duties of the same grade on a short-term basis to cover when necessary.

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

The 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	DESIRABLE
Qualifications and knowledge <ul style="list-style-type: none"> • NVQ 3 in Childcare and Education or relevant equivalent • Knowledge and understanding of the Early Years Foundation Stage • An understanding of children's development 	Qualifications and knowledge <ul style="list-style-type: none"> • Evidence of further recent training/qualifications
Experience <ul style="list-style-type: none"> • Experience of working in a childcare setting, including with children with special educational needs 	Experience <ul style="list-style-type: none"> • Experience of a leadership position in a nursery/pre-school setting
Philosophy <ul style="list-style-type: none"> • Working collaboratively with other team members • Equality of opportunity 	
Skills <ul style="list-style-type: none"> • Ability to follow instructions or work on own initiative as necessary • Ability to communicate effectively with parents, carers and other professionals • Able to converse at ease with parents and provide advice in accurate spoken English • Ability to keep accurate records • Ability to implement high health and safety standards • Ability to motivate team members • Ability to deputise for the Pre-school Manager in his/her absence • Ability to work effectively as part of a team • Ability to establish positive relationships with children • Ability to promote a stimulating and secure environment for children 	
Personal Qualities <ul style="list-style-type: none"> • Willingness to participate in further training and developmental opportunities offered by the school and county, to further knowledge. • A commitment to giving children and families the opportunity to reach their full potential 	

How to Apply

Once again, thank you for your interest in the post of Deputy Pre-School Manager.

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



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 icon **Knowledgeable**

