2025-2026
Apprentice Teacher of English
Candidate Briefing Pack

Mulberry
Academy Hastings

Welcome from our Principal

Dear Candidate,

Thank you for your interest in joining Mulberry Academy Hastings. Mulberry Academy Hastings is proud to be part of the Mulberry Schools Trust, a group of schools committed to delivering an ambitious, inclusive and high-quality education for every young person. Our shared values place strong emphasis on excellence, opportunity and social justice, ensuring that every student is supported to succeed both academically and personally.

Mulberry Academy Hastings serves a vibrant coastal community and has been on a significant journey of improvement in recent years. Our vision is one of "Ambition for All" — a belief that every young person, regardless of background, deserves access to an excellent education and the opportunity to succeed.

Central to this vision are our core values of Being Here, Respect and Effort. These values underpin our culture and expectations:

Being Here – ensuring students attend, belong and feel part of our school community

Respect – fostering positive relationships and a safe, supportive environment for all

Effort – encouraging determination, resilience and pride in learning

Together these principles help create a culture where students feel safe, supported and motivated to achieve their best.

As part of the Mulberry Schools Trust, colleagues benefit from strong professional networks, high-quality development opportunities and the chance to work collaboratively across schools with a shared commitment to improving outcomes for young people.

We are seeking colleagues who share our belief that every child deserves an excellent education, and who are passionate about making a real difference in the lives of young people. The successful candidate will bring energy, professionalism and a commitment to high standards in both teaching and wider school life.

I hope the information provided alongside the recruitment details encourages you to consider applying to join us during this exciting phase of our development. If you would like to visit the school or have any questions, please do not hesitate to contact us.

Thank you again for your interest in Mulberry Academy Hastings.

Yours sincerely,

Simon Addison
Principal and School Improvement Executive
Mulberry Academy Hastings

A Mulberry education is thoughtfully designed to ensure every student has the best possible opportunity to leave us well qualified, skilled and confident – ready to lead socially, spiritually and economically prosperous lives.

We believe that a great education is a human right and the key to future security, happiness and wellbeing. Yet equality and diversity issues in wider society continue to create barriers for many young people.

A Mulberry education is premised on three under-pinning principles:

- Access to education and the chance to be educated is a human right in a civilised world.
- Education should provide rich intellectual and personal development for individuals and communities of people.
- Education is a public good.

These principles are the starting point for everything we do, including the work of our schools, our governors and trustees, school staff and senior leaders within the Trust. Each of our schools shares a common purpose: support student wellbeing and nurture ambition, creativity and self-determination.

At the Mulberry Schools Trust, our mission is to ensure that every child receives an outstanding education, whatever their starting point. Trustees, staff, students and parents/carers share a commitment to outstanding achievement for all – and we work together to make that a reality.

www.mulberryschoolstrust.org

“My son has had a great secondary school experience. Teachers have supported him in and out of school. I always recommend the school.”
Parent Survey 2025/26

“This is a school where colleagues genuinely support one another. Coaching, collaboration and professional learning are part of everyday practice.”
Staff Survey 2025/26

“Relationships between staff and pupils are warm and respectful.”
Ofsted, 2026

Job Title:	Apprentice Teacher of English
Contract Length:	1 Year Fixed Term (Starting June or September 2026)
Contract Type:	Full time
Salary:	£22,061 - £30,071 (Unqualified Teacher Payscale)
School:	Mulberry Academy Hastings
Location:	Rye Road, Hastings
Accountable to:	Head of English

About the role

We are looking to appoint a motivated Apprentice Teacher of English to join our dynamic and forward-thinking English department. This is an exciting opportunity for someone with strong subject knowledge and a passion for English to begin their teaching career while developing their skills within a supportive and ambitious school.

You will join a highly collaborative department committed to delivering engaging, high-quality lessons and ensuring that all students develop strong literacy, analytical and communication skills. English is a valued and popular subject at the school, and the department works closely together to continually refine the curriculum and share effective teaching practice.

This role forms part of a structured teacher apprenticeship programme that leads to Qualified Teacher Status (QTS). You will receive high-quality mentoring, training and professional development while gradually developing your classroom practice and taking increasing responsibility for teaching.

You will be joining a school with significant success in developing apprentice teachers. Over the last three years, 14 apprentices have trained with us and gone on to become strong, confident teachers, supported by a culture of collaboration, coaching and professional learning.

Working alongside experienced colleagues, the successful candidate will support the planning and delivery of lessons, inspire students and contribute to the ongoing development of the English curriculum. We are looking for someone who can foster a love of reading and writing, engage learners of all abilities and bring enthusiasm and energy to the classroom.

The successful candidate will hold, or be working towards, a relevant degree and will demonstrate a clear commitment to teaching and learning. You will be supported to develop your practice to the highest level while working towards achieving Qualified Teacher Status.

Key Responsibilities

- Participate fully in the structured teacher apprenticeship programme, engaging in training, mentoring and professional study leading to Qualified Teacher Status (QTS).
- Support the planning and delivery of high-quality English lessons, working alongside experienced teachers to develop strong classroom practice.
- Gradually take increasing responsibility for teaching, assessment and classroom management as your confidence and experience develop.
- Support students in developing strong literacy, reading, writing and analytical skills, helping them to make excellent progress.
- Contribute to the creation of an engaging and ambitious learning environment where all students are encouraged to achieve their best.
- Use feedback from mentors and colleagues to reflect on and improve your teaching practice.
- Support the assessment of student work and contribute to monitoring student progress.
- Build positive relationships with students and promote high expectations for behaviour, effort and engagement in learning.
- Work collaboratively with colleagues within the English department to share ideas, resources and effective practice.
- Contribute to wider school life, including supporting enrichment activities, reading initiatives and events that promote a love of English and literature.

General

- Promote equal opportunities and inclusion, challenging and addressing immediately any situation where these falls short of the standards expected in our school.
- Promote and actively support the ethos and values of the school and Trust.
- Support and contribute to the school's commitment to the continued professional development of all staff, including engagement with training and professional learning opportunities.
- Work within the school's Health and Safety framework, ensuring safe practices are always followed.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and young people.
- Report any safeguarding concerns in accordance with the Trust's Safeguarding Policy and procedures.
- Undertake any other duties as may reasonably be required by the Executive Principal or Leadership Team, consistent with the nature and level of the role.

Knowledge, skills and experience

Education and Training

- A good honours degree in English or a related subject.
- A commitment to undertake and successfully complete a structured Teacher Apprenticeship programme leading to Qualified Teacher Status (QTS).
- A willingness to engage fully in professional training, mentoring and ongoing professional development.

Experience

- Experience of working with young people, for example in a school, tutoring, coaching or youth work setting, would be desirable.
- Experience of unqualified teaching, cover supervision or classroom support would be advantageous.
- An understanding of how to support students of different abilities to access learning and make progress.
- An awareness of the importance of assessment and feedback in supporting student progress.
- A commitment to developing effective strategies to raise achievement and support positive learning behaviours.

Knowledge and Skills

- Strong subject knowledge in English, including literature and language.
- An awareness of the National Curriculum and GCSE English requirements, or a willingness to develop this knowledge.
- A commitment to high expectations and inclusive teaching, ensuring all students can access the curriculum.
- The ability to motivate and engage students of all abilities, encouraging a love of reading and writing.
- Strong organisational and communication skills.
- The ability to work collaboratively with colleagues and contribute positively to the department and wider school community.
- An understanding of the importance of positive behaviour management and strong classroom routines.

Personal Qualities

- A clear passion and drive to become an excellent teacher and support young people to succeed.
- A genuine enthusiasm for English and education.
- An effective communicator who works positively with students, colleagues and parents.
- A commitment to high professional standards and continuous improvement.
- Resilience, enthusiasm and energy, with a willingness to learn and develop.

Recruitment process and additional recruitment information

Closing date: 20 March 2026, 12pm

Interview date: 23 March 2026

Early application is encouraged, as we may close the vacancy once a sufficient number of applications are received.

Start date: June or September 2026

Recruitment Process:

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against these criteria, you will then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- Panel interview on various topics
- Written task or activity
- Classroom visits
- Classroom observation

Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing hr@hastings.mulberryschoolstrust.org

Equality and Diversity:

We recognise the benefits of a diverse workforce. We are committed to eradicating discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference.

References: Before you are invited to interview, we will obtain references from your referees. In order to prevent any delays, please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK: Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

Data Protection: Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Criminal Convictions: All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the School before employment can commence.

Why Mulberry Academy Hastings?

We're proud of our people. At Mulberry Academy Hastings, we are building a culture where pupils, parents, teachers and staff work together in the service of our community. When you join our school, you will find a place where you belong and where your work truly makes a difference to the lives of young people.

Working in education is not always easy. We recognise the effort, creativity and commitment our staff bring every day. We value this deeply and show our appreciation by creating a culture where staff are supported to grow, develop and thrive.

Providing talent development opportunities

We want ambitious and talented people to join Mulberry Academy Hastings because they want to make a real difference to the lives of children and young people.

Professional development is central to our culture. All teaching staff benefit from weekly professional development, and each year we dedicate a two-week professional development programme in October. During this time teachers deepen their practice and collaborate on improving teaching and learning, while colleagues in support roles have structured time designed specifically for their own professional development.

We also build coaching into teachers' timetables, ensuring every teacher benefit from regular professional dialogue, reflection and support to continually develop their practice.

Providing a good pension

When you join the Mulberry Schools Trust, you will have access to an excellent pension scheme — either the Teachers' Pension Scheme or the Local Government Pension Scheme, depending on your role.

Offering flexible working

We recognise the importance of balancing work and home life. We consider flexible and family-friendly working opportunities wherever possible, including part-time, term-time and job-share arrangements. At Mulberry Academy Hastings we also design timetables to support staff wellbeing. All teachers receive a weekly PPA sessions scheduled as an afternoon, which can be worked remotely if teachers wish, supporting a healthy work life balance.

Supporting your health and wellbeing

Balancing everyday life with the requirements of work can create pressures for all of us. Work is a significant part of our lives and we are committed to creating a healthy and supportive working environment.

All employees have free access to a 24-hour confidential counselling and wellbeing service, designed to support staff with a range of personal and professional challenges.

Actively promoting equality and diversity

Mulberry Academy Hastings is committed to building an equal, diverse and inclusive community. We want the very best people to work in our school regardless of age, disability, gender, gender identity, race, religion or belief, sexual orientation, pregnancy, family status or marital status. We are particularly keen to receive applications from candidates from historically under-represented and minority groups, helping ensure our workforce reflects the diverse communities we serve.

“Pupils value the support they receive from staff and feel encouraged to succeed both academically and personally.”
(Ofsted, 2026)

“Leaders have created a culture where staff feel supported to develop their practice and improve outcomes for pupils.”
(Ofsted, 2026)

For an informal discussion about this post, more information or to arrange a visit, please contact: hr@hastings.mulberryschoolstrust.org

Thank you for your interest in the Mulberry Academy Hastings.

We look forward to receiving your application.

Mulberry Academy Hastings, Rye Road, Hastings,

East Sussex, TN35 5DN