

2025-2026

Classroom Teacher – Job Share Head of English 0.2

1 day a week

Candidate Briefing Pack

mulberry
Academy St Leonards



Welcome from our Principal

Dear Candidate,

Thank you for your interest in joining Mulberry Academy St Leonards. Mulberry Academy St Leonards 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 St Leonards serves a vibrant coastal community and has been on a significant journey of improvement. We are looking for staff who really want to make a difference for our amazing pupils

We are looking for someone to Job share with our head of English for one day a week. We have an excellent and high performing department that is going from strength to strength.

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 St Leonards.

Yours sincerely,



Jon Francies
Principal
Mulberry Academy St Leonards





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.

“Student feedback was consistently positive. Students report improvements in their learning and value the 100-minute lesson structure school.”

Mulberry Trust Review 2026

“There are great opportunities to develop and staff well-being is a priority.”

Staff Survey 2025/26

“Leaders have a strong and powerful vision, which everyone is buying into. It is about community. Inclusions. Relationships.”

Mulberry Trust Review 2026



Job Title: Head of English

Contract Length: One year in the first instance

Contract Type: 0.2 FTE / 1 day a week

Salary: £32,916 - £45,352 (Teacher Main Pay Scale)/ UPS also
TLR 1C – all pro rata 1 day a week

School: Mulberry Academy St Leonards

Location: Edinburgh Road, St Leonards

Accountable to: SLT

About the role

We are looking to appoint a motivated leader 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 inspire students and make a real impact within a supportive and ambitious school. You will need a track record of leadership and impact.

This is an exciting time for the Academy and a time of rapid change. We have joined a new Trust in March 2026 and with your co head of department you will be putting into practice approaches to curriculum, teaching, assessment and GCSE outcomes.

You will join a highly collaborative department committed to delivering engaging, high-quality lessons. 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.

The successful candidate will take responsibility for planning and delivering lessons, assessing student progress, and supporting students to achieve their full potential.

We are looking for someone who can engage learners of all abilities, inspire a love of science, and bring enthusiasm and energy to the classroom. The role also offers the opportunity to contribute to the wider life of the school through enrichment activities and literacy initiatives.

The successful candidate will hold a relevant degree and Qualified Teacher Status (QTS) and will demonstrate a clear commitment to high-quality teaching and learning. You will be joining a school with a strong culture of collaboration, coaching, and professional development, where staff are supported to develop their practice to the highest level.

Key Responsibilities

- Lead the department in terms of curriculum, staffing, outcomes and quality of teaching learning.
- Put into practice raising standards, curriculum, T and L strategy that has been developed with Mulberry.
- Exact duties worked out with job share partner
- Attend SL meetings and external trust meetings where required – including raising standards meetings
- Plan, prepare, and deliver high-quality English lessons across all abilities, ensuring students make excellent progress.
- Assess, monitor, and record student progress, providing timely feedback to support learning and achievement.
- Develop students' thinking, analytical skills, and curiosity, fostering a deep understanding of key concepts
- Create an engaging, inclusive, and ambitious learning environment where all students are encouraged to achieve their best.
- Collaborate with colleagues to develop and refine the English curriculum, share effective teaching practice, and contribute to departmental initiatives.
- Maintain high standards of classroom management, promoting a positive and productive learning atmosphere.
- Participate in ongoing professional development, reflecting on practice to continually improve teaching and learning outcomes.
- 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, science clubs, and events that promote a love of English and of literature.
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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.
- Qualified Teacher Status (QTS) and eligibility to work in the UK.
- A commitment to ongoing professional development and reflective practice to continually improve teaching and learning.

Experience

- Experience of English departmental leadership with impact
- Experience of teaching young people in a school setting, with a proven ability to engage and inspire students of all abilities.
- Experience of planning, delivering, and assessing lessons across the English curriculum.
- Experience of contributing to departmental initiatives, curriculum development, or extracurricular activities.

- Strong classroom management and the ability to create a positive, inclusive, and stimulating learning environment.
- 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
- An awareness of the National Curriculum and GCSE English requirements.
- 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 curiosity, scientific thinking, and active participation in English.
- 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 be an excellent teacher, inspiring and supporting 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: 18th May

Interview date: TBC

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

Start date: 1 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:

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 disqualification. List 99 is also obtained on anyone

Why Mulberry Academy St Leonards?

We're proud of our people. At Mulberry Academy St Leonards, 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 St Leonards 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.

As part of the Mulberry Schools Trust, staff benefit from Trust-wide expertise, strong collaboration, and opportunities to grow professionally. The East London Teaching School Hub further enhances this offer, delivering nationally recognised programmes and enabling staff to engage in and contribute to training across all career stages.

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 St Leonards we also design timetables to support staff wellbeing. All teachers receive a weekly PPA sessions scheduled and also a morning or afternoon well-being time offsite.

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.

Recognising that the autumn term is the longest and most demanding, we restructured our calendar to better support staff wellbeing with a two-week break in October.

Actively promoting equality and diversity

Mulberry Academy St Leonards 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.

“teachers feel very well supported by senior leaders and middle leaders, and at school level as well as subject level..”

(Mulberry Trust Review 2026)

“The wider team is ambitious to improve pupils’ experiences of school. Leaders have moved swiftly to take the right actions

(Ofsted, Sept 2025)



For an informal discussion about this post, more information or to arrange a visit, please contact:

info@stleonards.mulberryschoolstrust.org

Thank you for your interest in the Mulberry Academy St Leonards.

We look forward to receiving your application.

Mulberry Academy St Leonards, Edinburgh Road, St Leonards on Sea, East Sussex, TN38 8HH

