

# mulberry

Academy Hastings

2025-2026

Graduate Teaching Associate  
Candidate Briefing Pack



## 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](http://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*



<b>Job Title:</b>	Graduate Teaching Associate
<b>Contract Length:</b>	12-month Fixed Term – With progression to Teacher Training
<b>Contract Type:</b>	Full time - Term Time only plus 5 additional weeks (25 days)
<b>Salary:</b>	£25,989 (East Sussex Pay Scale Grade 5) – Actual Salary £19,263
<b>School:</b>	Mulberry Academy Hastings
<b>Location:</b>	Rye Road, Hastings
<b>Accountable to:</b>	Head of Academy

## About the role

We are seeking to appoint a motivated and ambitious Graduate Teaching Associate to join our school. This is an exciting opportunity for a graduate who is considering a career in teaching and wants to gain meaningful, hands-on experience in a high-performing and supportive school environment.

The role is designed to provide a structured pathway into teaching, combining classroom experience, targeted intervention work and professional development. Graduate Teaching Associates play a key role in supporting learning across the school through:

- Delivering high-quality cover supervision
- Leading and supporting targeted intervention programmes
- Working alongside teachers to support learning, progress and behaviour

This is an ideal role for candidates who are seeking to progress into teacher training, with a clear and supported route into a teaching apprenticeship leading to Qualified Teacher Status (QTS) within the Trust after one year.

## Why join us?

We offer a well-supported route into teaching, alongside high-quality professional development and expert coaching to help you thrive. You will gain valuable experience in a school that is deeply committed to ambition, inclusion, and excellence, where every day presents an opportunity to make a meaningful difference in students' lives. Our collaborative culture ensures that all staff are supported to grow, develop, and succeed in their careers.

## Key Responsibilities

- Deliver lessons as a cover supervisor, ensuring continuity of learning in the absence of teaching staff.
- Support the delivery of small group and 1:1 intervention, particularly for students who require additional support.
- Attending and leading intervention sessions during school holidays.
- Assist teachers with lesson preparation, resources and classroom support.
- Build strong relationships with students to support engagement, behaviour and progress.
- Monitor and track the impact of intervention work, adapting support where needed.
- Promote high expectations for effort, behaviour and attendance.
- Contribute to the wider life of the school, including enrichment and pastoral support.
- Engage fully in professional development and training opportunities.

## Progression Pathway

This role is part of a deliberate talent pipeline within the Trust.

Successful candidates will:

- Gain a full year of structured school-based experience.
- Receive mentoring and coaching aligned to our teaching principles.
- Be supported to apply for a teaching apprenticeship route.
- Progress towards Qualified Teacher Status (QTS) within the Trust.

## Knowledge, skills and experience

### Qualifications

- A good honours degree in a curriculum-related subject (English, Mathematics, Science [Biology, Chemistry, Physics], History, Geography, Modern Foreign Languages, Design and Technology, Art and Design, Music, Drama, Physical Education, Computing, Religious Education, Citizenship, Business Studies, Sociology)
- GCSEs (or equivalent) in English and Mathematics (Grade 4/C or above)

### Experience (Desirable)

- Experience of working with young people, for example in a school, tutoring, coaching or youth work setting.
- Experience of cover supervision or classroom support.
- Experience supporting students with additional needs or barriers to learning.

### Knowledge and Skills

- Strong subject knowledge relevant to your degree.
- An understanding (or willingness to develop understanding) of:
  - The National Curriculum and GCSE pathways.
  - Effective teaching and learning strategies.
  - Behaviour management and classroom routines.
- Ability to:
  - Communicate clearly and confidently with young people.
  - Build positive relationships quickly.
  - Motivate and engage students of all abilities.
  - Work both independently and as part of a team.
  - Organise and prioritise effectively.

### Personal Qualities

- A genuine commitment to working with young people.
- A strong interest in pursuing a career in teaching.
- High expectations of yourself and others.
- Resilience, adaptability and a positive attitude.
- Professionalism, integrity and reliability.
- A willingness to learn, reflect and improve.



## Recruitment process and additional recruitment information

**Closing date:** 08 May 2026, 12pm

**Interview date:** 12 May 2026

**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](mailto: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.

**Safeguarding Statement:** We are committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to appropriate safeguarding checks, including an enhanced DBS.

**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.

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 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.

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 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](mailto: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**