

# mulberry

## Academy Hastings

2025-2026

Head of Department - Mathematics

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>	Head of Department - Mathematics
<b>Contract Length:</b>	Permanent
<b>Contract Type:</b>	Full time
<b>Salary:</b>	£61,534 - £73,105 (Leadership Pay Scale)
<b>School:</b>	Mulberry Academy Hastings
<b>Location:</b>	Rye Road, Hastings
<b>Accountable to:</b>	Head of Academy

## About the role

We are looking to appoint a motivated and experienced Head of Department for Mathematics to join our dynamic and forward-thinking team. This is an exciting opportunity for a passionate Mathematics specialist with strong subject and curriculum knowledge to lead and develop the department, inspire students, and make a significant impact within a supportive and ambitious school. For a suitably experienced candidate, this role may include leadership team responsibilities or offer the potential for leadership progression.

You will lead a highly collaborative Mathematics department committed to delivering engaging, high-quality teaching and ensuring all students develop secure and confident mathematical understanding. Mathematics is a well-established and valued subject at the school, with a team focused on curriculum development and the continuous improvement of teaching practice.

The successful candidate will have overall responsibility for the leadership of Mathematics, including the strategic planning and delivery of high-quality teaching, oversight of assessment and progress tracking, and accountability for student outcomes across the department. Working closely with colleagues and senior leaders, you will lead the ongoing development and review of the Mathematics curriculum, fostering a culture of curiosity, consistency and high expectations in teaching and learning.

We are seeking a Head of Department who can engage learners of all abilities, set a clear strategic direction for Mathematics, and inspire both students and staff through enthusiastic and

effective leadership. The role includes contributing to the wider life of the school through the leadership of enrichment and whole-school 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

- Provide strategic leadership for the Mathematics department, leading the planning, delivery and quality assurance of high-quality teaching across all abilities to ensure excellent progress for all students.
- Have overall responsibility for assessment, monitoring and tracking of student progress in Mathematics, using data effectively to inform teaching, intervention and departmental improvement.
- Lead the development of students' mathematical reasoning, problem-solving skills and confidence, ensuring a deep and secure understanding of key mathematical concepts.
- Establish and sustain an engaging, inclusive and ambitious learning environment, setting high expectations and ensuring all students are supported to achieve their best.
- Lead the development, review and refinement of the Geography curriculum, ensuring it is coherent, ambitious and aligned with national curriculum requirements.
- Work collaboratively with colleagues to drive improvement in teaching and learning, sharing effective practice, supporting professional development and contributing to departmental success.
- Maintain high standards of classroom practice and subject leadership, promoting a positive, purposeful and productive learning atmosphere across the department.
- Support, model and engage in ongoing professional development, reflecting on practice to secure continuous improvement in outcomes within the Mathematics department.
- Build strong, positive relationships with students and promote high expectations for behaviour, effort, resilience and engagement in learning.
- Contribute to departmental and whole-school priorities, including self-evaluation, improvement planning and inspection readiness.
- Enhance the wider life of the school through Mathematics enrichment opportunities, including clubs, competitions, intervention programmes and events that promote a positive culture of mathematical engagement and aspiration.

## General

- Promote equal opportunities and inclusion, challenging and addressing immediately any situation where these falls short of the standards expected in our school.
- Champion equality, diversity and inclusion across the department, actively challenging and addressing any practice or behaviour that falls short of the standards and values expected within the school.
- Actively promote, model and uphold the ethos and values of the school and Trust, ensuring these are reflected consistently in departmental practice and culture.
- Support the school's commitment to high-quality professional development by engaging in training opportunities and leading, supporting or facilitating professional learning within the department.
- Ensure departmental compliance with the school's Health and Safety framework, promoting safe working practices and taking responsibility for the effective management of risk within subject activities.
- Fulfil safeguarding responsibilities, maintaining up-to-date knowledge of safeguarding requirements and actively promoting the welfare and wellbeing of children and young people.
- Ensure that safeguarding concerns are recognised, recorded and reported promptly in line with the Trust's Safeguarding Policy and procedures, and that staff within the department understand their responsibilities.
- Work effectively with senior leaders to support whole-school priorities and improvement planning, contributing to leadership meetings and initiatives as appropriate.
- Undertake any additional duties reasonably required by the Executive Principal or Leadership Team that are consistent with the seniority, responsibilities and scope of a Head of Department role.

## Knowledge, skills and experience

### Education and Training

- A good honours degree in Mathematics 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

- Significant 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 evaluating high-quality teaching across a subject curriculum, securing strong progress and outcomes for learners.
- Experience of subject leadership or contributing meaningfully to curriculum development, improvement initiatives and enrichment opportunities within a department.
- Demonstrable impact on raising standards, improving teaching and learning, and supporting positive student outcomes across a subject area.
- Strong classroom practice and behaviour leadership, with the ability to model and promote a positive, inclusive and purposeful learning environment.
- Secure understanding of how to support learners with differing needs and abilities to access the curriculum and make sustained progress.
- Effective use of assessment and feedback at both classroom and departmental level to inform teaching, intervention and curriculum review.
- Commitment to developing and implementing strategies to raise achievement, improve consistency and promote positive learning behaviours.
- Experience of working collaboratively with colleagues, supporting professional development and contributing to a strong team culture.

## Knowledge and Skills

- Strong subject knowledge with the ability to lead and develop high-quality teaching across the department.
- Secure understanding of the National Curriculum and examination specifications.
- Commitment to high expectations, inclusive practice and strong student outcomes.
- The ability to motivate and engage students of all abilities, encouraging curiosity, mathematical thinking, and active participation in Mathematics.
- Ability to inspire learners and model excellent practice for colleagues.
- Effective organisational, communication and leadership skills.
- The ability to work collaboratively with colleagues and contribute positively to the department and wider school community.
- Strong behaviour leadership and the ability to promote positive learning routines.

## Personal Qualities

- A strong commitment to excellence in teaching and learning, with the ability to inspire students and provide effective leadership for colleagues.
- Genuine passion for the subject and education, with the ambition and capacity to lead, develop and champion the subject at departmental level and beyond.
- A confident and influential communicator, able to work effectively with students, staff, parents and senior leaders.
- A clear commitment to high professional standards, reflective practice and continuous improvement, with the potential to contribute to strategic leadership and whole-school development.
- Resilient, proactive and motivated, with the confidence and aspiration to take on increased leadership responsibility and progress into senior leadership for the right candidate.





## Recruitment process and additional recruitment information

**Closing date:** 14 May 2026, 12pm

**Interview date:** 19 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.

**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**