Location

Situated within a 140 acre campus, surrounded by beautiful countryside, the school lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex. This superb location is also just 20 minutes from the vibrant city and beaches of Brighton and Hove, and London train stations can be reached from Hassocks or Haywards Heath in under an hour.

At the heart of the College, the Pre-Prep, Prep, Senior School and Sixth Form surround a central Academic Quad, adjacent to the key cultural and sporting facilities available within the superbly equipped, self-contained grounds. Founded in 1849 by Nathanial Woodard, Hurst is a Church of England School. The Christian ethos underpins school life but we are a diverse community; we welcome those of other faiths, or no faith, and pursue an inclusive approach in all that we do.

Recent major developments include the completion of the new Academic Quad, a major extension to both the Science Block and St John’s Upper Sixth Hall of Residence as well as a third Astroturf on the eastern side of the campus. Our newest girls’ day house opened in September 2020, whilst other houses have been extended and refurbished. A state of the art Performing Arts Centre opened in 2018.
Benefits of Working at Hurst

Teaching staff benefit from a competitive remuneration package, including:

- Lunch and other refreshments during the school day
- Death in Service cover
- Discounted school fees for academic staff working at the College.
- Discounted private healthcare (taxable as a benefit in kind).
- Access to on-site library, sports, fitness and leisure facilities, including swimming pool and gym.
- Regular Common Room events for staff, such as Quiz Nights, Christmas dinner and the Crypt Club bar.
- Well-being programme (see separate booklet)

Hurst has its own 12-point salary scale, above the national scale. In addition to this, the School allocates Special Responsibility Allowances for a number of additional responsibilities, ranging from the running of a minor sport up to major responsibilities, such as Head of Department or Housemaster/mistress. A teacher’s position on the salary scale will be determined annually on 1st September. Teachers who, on 1st September, have completed a minimum of 6 months employment since their previous review will normally be awarded an additional scale point. Progression is subject to satisfactory performance and, for progression to points 2, 3, 5, 9 and 11, the completion of a satisfactory performance review.
Accommodation

The provision of accommodation on the College campus enables teachers to carry out their duties most effectively. It also adds to the “community” ethos of Hurst, in which staff and pupils have positive and supportive relationships. This is much valued by parents and pupils alike, and is also attractive to prospective parents.

The school has limited accommodation and is unable to house on the campus all staff who might wish to. However, the school endeavours to assist, in particular, junior members of staff by offering a range of shared accommodation, free of charge. In return, they are expected to play a part in a boarding house, undertaking an evening duty, or similar.

Members of staff who are attached to boarding houses and undertake supervisory duties in evenings and weekends, live in school accommodation on-site rent-free and are not subject to tax on this benefit in kind, though may need to contribute to utility bills. Members of staff who live within boarding houses as residential boarding staff usually live rent-free and in addition do not pay council tax or for utilities.
New Staff Induction and Support

All new staff will be given the opportunity to spend time at Hurst in the term preceding their start date. This may vary from a few days to a couple of weeks, dependent on the availability of the individual. This induction period enables staff to become familiar with college routines and practices; to get to know their colleagues; to collect resources; and to start planning to enable them to make a flying start.

Staff starting in the Michaelmas term will be invited to a New Staff Induction Day in June to provide the information and resources required to allow adequate time to prepare for a smooth and effective start to the academic year. The day will cover:

- the Aims and Ethos of the College
- the key elements of the Staff Handbook
- talks from both the Safeguarding and Health and Safety officers
- a tour of the College
- an outline of the expectations of the classroom, the culture of learning and the reward and sanctions policies
- GRS and the Challenge Grade system; and
- a meeting with your HoD and members of your department.

Your Heads of Department should be able to advise you on your timetable and discuss your teaching load with you. You will have an opportunity to gather resources, schemes of work and programmes of study. You will also be given IT logins and your identity card. In addition you will receive a pack that will contain useful information such as the School Calendar, a map of the College and a list of staff.
New staff are closely monitored and supported by their Heads of Department and Housemasters/mistresses and also the Director of Teacher Performance and Development (DTPD). We are lucky to have a common room culture at Hurst that encourages cooperation and open communication. Line managers are key to maintaining this – HoDs and HoMs – and the Deputy Heads and the Chaplain are always on hand too. At the start of the Michaelmas term, the Common Room arranges a party so that you can start to get to know your colleagues.

Each member of new staff will follow a four week induction programme and should expect:

- One classroom observation by line manager (Senior) / or mentor (Prep) – agreed in advance
- One classroom observation by Headmaster – 10 minute drop-in unannounced
- One classroom observation by Director of Performance and Development (Senior) or Deputy Head (Prep) – unannounced
- Observation of a tutor period by Head of Year – unannounced
In addition you should arrange to carry out one classroom observation of a lesson in your subject area. At the end of this 4 week period you will have a review meeting with the DTPD (Senior) or Deputy Head (Prep) to discuss progress over the induction period; and if the reviewer is happy with your progress, you will join the normal performance review cycle. If there are any causes for concern, development points will be identified, an individualised support programme agreed and further observations and meetings will be scheduled with the DTPD as required. ECTs, PGCEs, and Graduate Teachers will follow their individual support programmes. Over the course of the Michaelmas term, a series of Friday lunchtime INSET sessions will take place to address important areas of college life not already covered on the New Staff Induction Day.