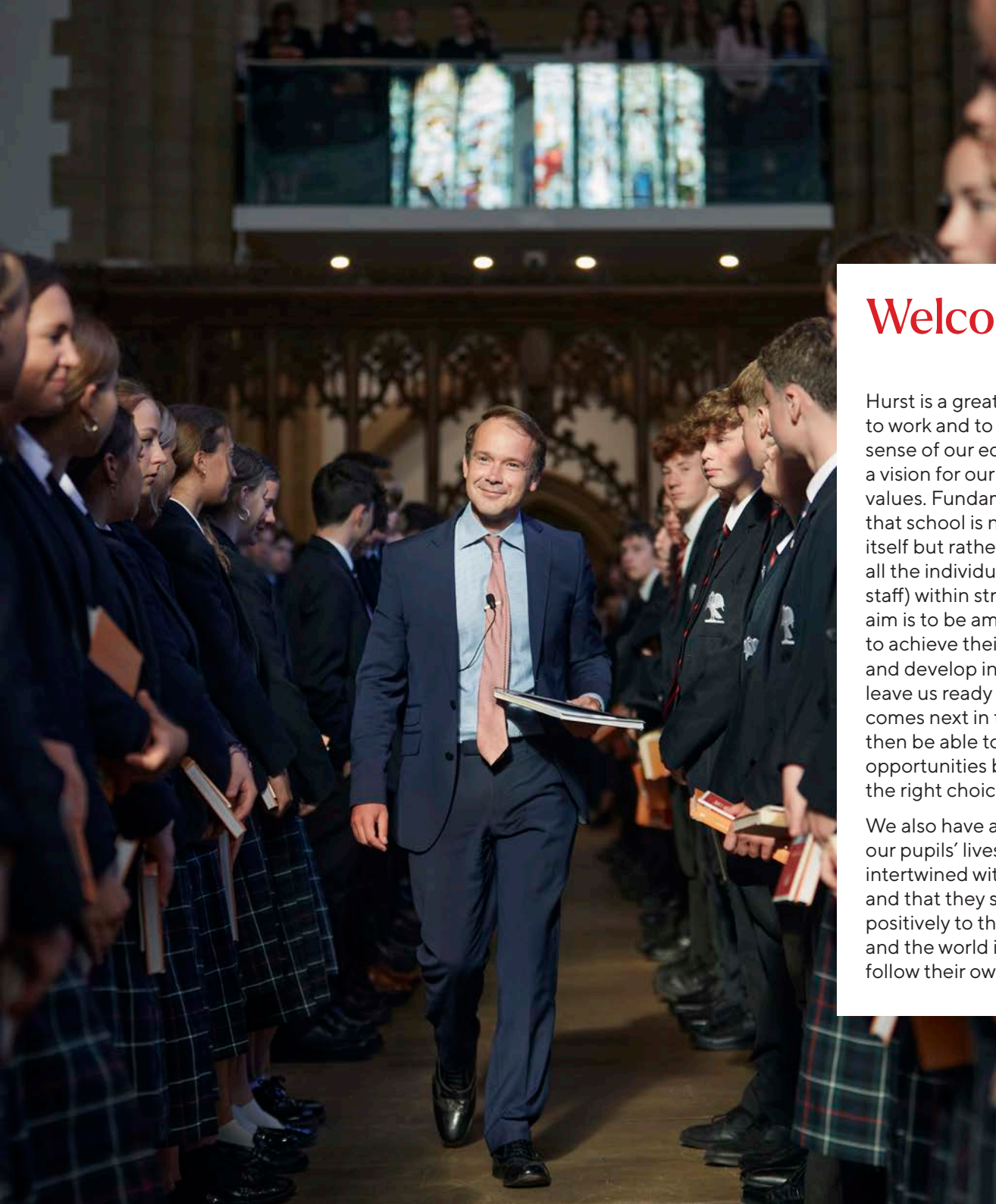




# Teach Hurst

*Turning talent into teachers*

# Teach Hurst



## Welcome to Teach Hurst

Hurst is a great place within which to work and to live. We have a clear sense of our educational values and a vision for our future based on those values. Fundamentally, we believe that school is not about the school itself but rather the development of all the individual pupils (and indeed staff) within strong communities. Our aim is to be ambitious for each pupil to achieve their very best and to grow and develop in such a way that they leave us ready and prepared for what comes next in their lives. They should then be able to make the most of the opportunities before them as well as the right choices.

We also have a strong belief that our pupils' lives should be closely intertwined with the lives of others and that they should contribute positively to the lives of other people and the world in general as they follow their own particular journeys.

As a result, an education at Hurst is certainly holistic, to use a slightly pompous expression, and we believe that pupils develop through a full-on engagement with every aspect of Hurst life - Academic, Co-Curricular and Pastoral - as well as being a part of Hurst in their houses, teams, casts, activity groups and more. Being at Hurst is very much a way of life for those who attend either as a pupil or as a member of the staff team.

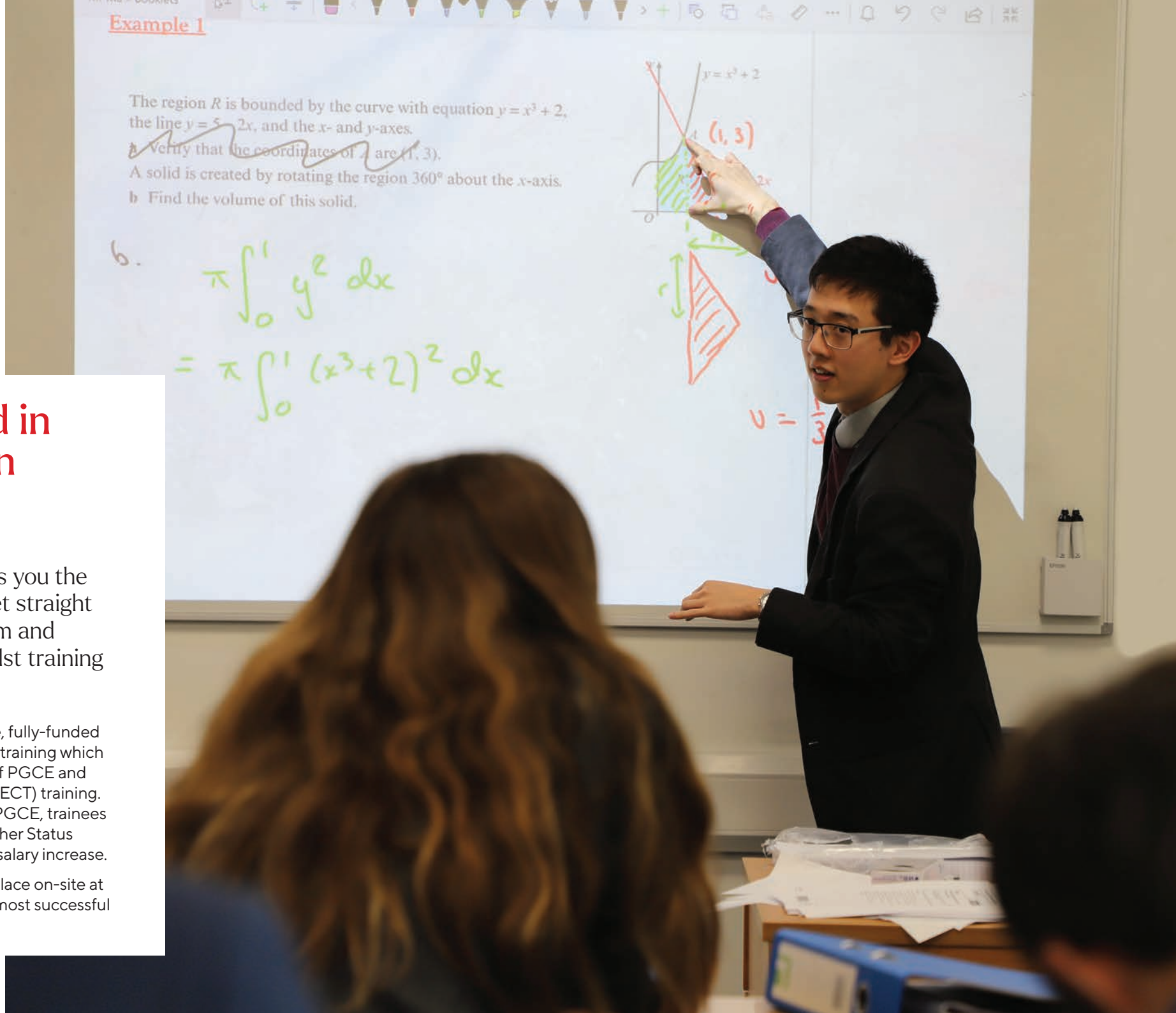
Dominic Mott  
Head of College

## Interested in a career in teaching?

Teach Hurst gives you the opportunity to get straight into the classroom and earn a salary whilst training to teach.

Teach Hurst is a unique, fully-funded programme of teacher training which includes sponsorship of PGCE and Early Career Teachers (ECT) training. On completion of the PGCE, trainees will gain Qualified Teacher Status (QTS) with a reflective salary increase.

Your training will take place on-site at Hurst, one of Sussex's most successful independent schools.



## What we are looking for in a Teacher?

Talented and enthusiastic graduates, across a wide range of subject areas, who can demonstrate a passion for working with young people.

Becoming a teacher is immensely rewarding but also challenging. We aim to recruit, train and develop individuals who have the enthusiasm, resilience, drive and potential to become outstanding teachers and future school leaders.

We value all our Teachers, and whether you join us straight from university or after an initial career in another area of work, we believe every Teacher's experience and background are important.

Ideally you will have, or be on course for, a 2.1 in a subject specific degree. If you are excited by this opportunity, please get in touch to start your career in teaching.

[hppc.co.uk/teacher-training](http://hppc.co.uk/teacher-training)  
[teachurst@hppc.co.uk](mailto:teachurst@hppc.co.uk)



# Why become a Teacher at Hurst?

## ★ Benefits

£30,500 starting salary from day one, increasing as you progress through the programme.

No fees! We will offer you a unique programme of fully funded teacher training including sponsorship of PGCE and Early Career Teachers (ECT) training.

Free on-site accommodation at our impressive Sussex campus.

Free meals (during term time).

Complimentary drinks, fruit and cakes available throughout the day (during term time).

Free parking on-site.

Access to a wide range of sports and leisure opportunities as part of our wellbeing programme.

Staff Continual Professional Development (CPD): We provide an extensive programme of CPD opportunities throughout the year, together with professional development planning to meet individual needs.

Membership of the College's generous contributory pension scheme. The College currently provides access to either the Teachers' Pension Scheme administered by Teachers' Pensions for which the School's contribution is capped at 23.6% or the APTIS (Aviva Pension Trust for Independent Schools) Scheme.

Many of our new Teachers continue their career with us into positions of responsibility, such as Head of Department or Head of Year, with pay increases to match.



## Programme overview

Our programme provides high-quality training with a salary of £30,500 from day one.

Our training is recognised across both the independent and state school sectors. We offer extensive in-school experiences for aspirational individuals who want to become outstanding teachers and future school leaders.

In essence, the Teach Hurst programme consists of:

### Year 1

- Building classroom experience, knowledge and teaching methods through observation and class teaching on a reduced timetable.

### Year 2

- A fully funded, in-school, PGCE course provided by the University of Buckingham.
- An increased teaching load and further responsibility.

Once you have completed your second year on the Teach Hurst programme, you will gain Qualified Teacher Status (QTS) and progress onto the Early Teacher Career (ECT) Framework and the Hurst 'qualified teacher' scale - with a reflective salary increase.

Throughout the ECT period you will continue to be mentored by experienced teachers and given the opportunity to take on roles of responsibility and leadership across the College.



## Programme details

### Year 1: Graduate Teacher

(starting in September)

During your first year as a Graduate Teacher you will be given a range of opportunities to experience all aspects of teaching in a professional and vibrant school setting.

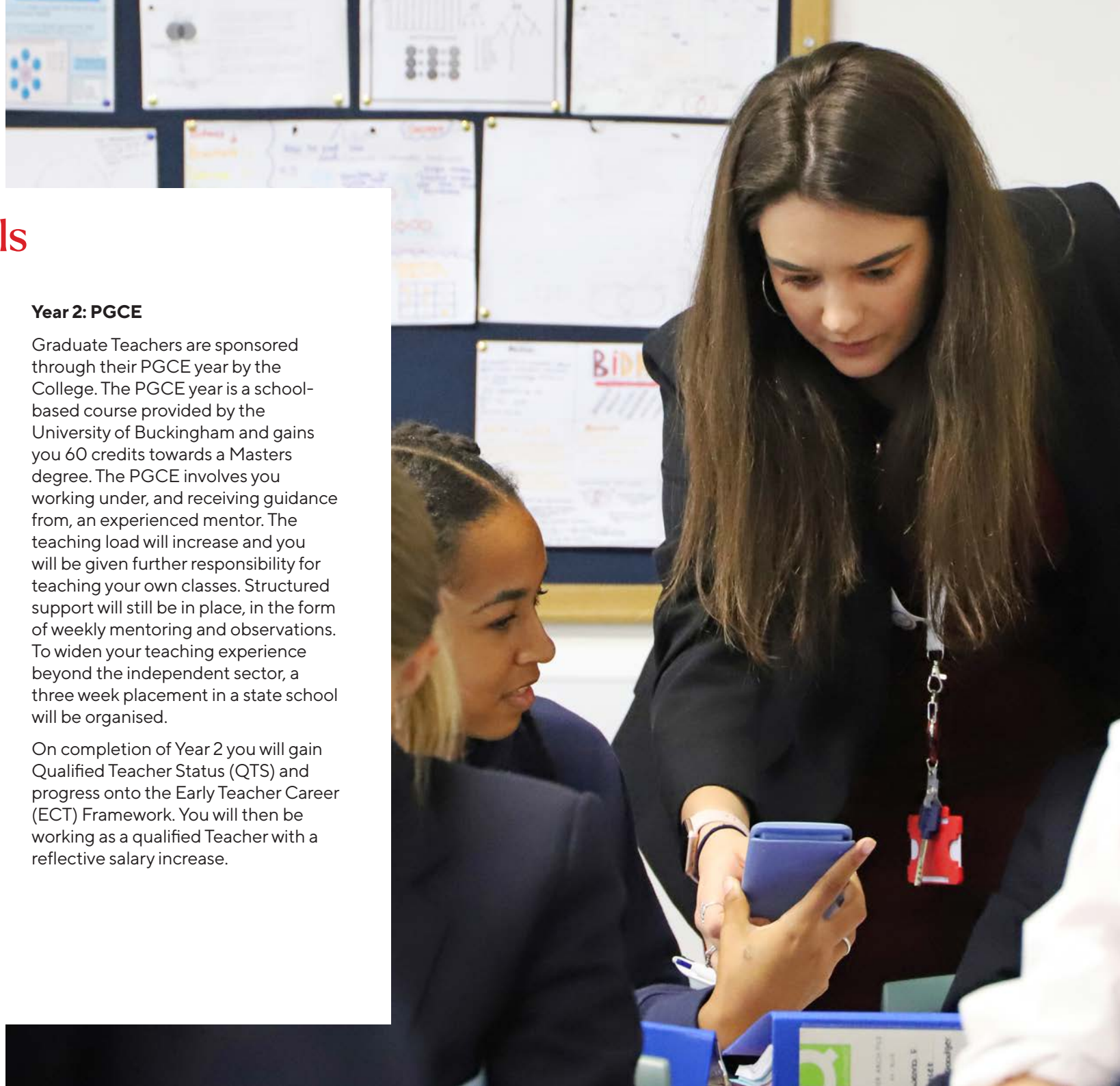
You will have the opportunity to teach your own classes, working closely with your mentor and Head of Department on a much reduced timetable. Within your department you will observe a range of outstanding practitioners across a variety of key stages. You will also work closely with colleagues, building subject-specific knowledge and pedagogy. Tailored training will help build confidence in, and awareness of, teaching and learning practices.

Outside of the classroom you will play a part in the house system by tutoring pupils and being involved with activities and events. Hurst offers its students a rich co-curricular programme of sporting, musical, theatrical and academically based activities and you will be actively engaged in the delivery of this, using your own particular areas of interest and expertise, where possible.

### Year 2: PGCE

Graduate Teachers are sponsored through their PGCE year by the College. The PGCE year is a school-based course provided by the University of Buckingham and gains you 60 credits towards a Masters degree. The PGCE involves you working under, and receiving guidance from, an experienced mentor. The teaching load will increase and you will be given further responsibility for teaching your own classes. Structured support will still be in place, in the form of weekly mentoring and observations. To widen your teaching experience beyond the independent sector, a three week placement in a state school will be organised.

On completion of Year 2 you will gain Qualified Teacher Status (QTS) and progress onto the Early Teacher Career (ECT) Framework. You will then be working as a qualified Teacher with a reflective salary increase.



### **Early Career Teachers (ECTs)**

ECTs have greater autonomy and responsibility in their teaching, compared to the training years. However, a 'safety net' remains in place in the form mentoring, observations and training to help guide you into your career and ensure you feel confident as a new Teacher.

ECTs have a 10% reduction in their teaching workload, compared to full-time Hurst Teachers, and this will allow you to continue developing your classroom practice.

By your second year of working as an ECT you will be a highly effective classroom practitioner. We offer a lighter teaching programme once again in this year, with a 5% reduction off the normal teaching workload, in order for you to continue to develop your skills.

### **Career Progression**

On completion of the ECT years most of our Teachers stay at Hurst, taking on further roles of responsibility as they progress in their career. Some have also gone on to teach at other prestigious schools such as Eton, Wellington, Sevenoaks, St Paul's (London), Dulwich, Marlborough and Stowe.

#### **Induction period** (August before starting Year 1)

All new Teachers are given the opportunity to spend time at Hurst in the summer term preceding their September start.

This structured and carefully planned induction period aims to help you become familiar with College routines and practices; to get to know your colleagues; to collect resources; and to start planning to enable you to make a flying start in September.

To further facilitate your smooth transition into the College, you are employed, and paid, from 1st August.





## Opportunities beyond the classroom

All Teachers contribute to the running of the co-curricular programme, with the aim of enriching our pupils' lives beyond their academic lessons.

**Music:** Staff have the opportunity to join in with musical events, including singing in the choir, playing in the orchestra and joining the Choral Society.

**Drama:** The Senior School alone puts on around 20 drama productions each year and staff can get involved with performances, work backstage and Front of House. Our Dance department also hold Dance Showcases each year in both the Senior School and Prep School.

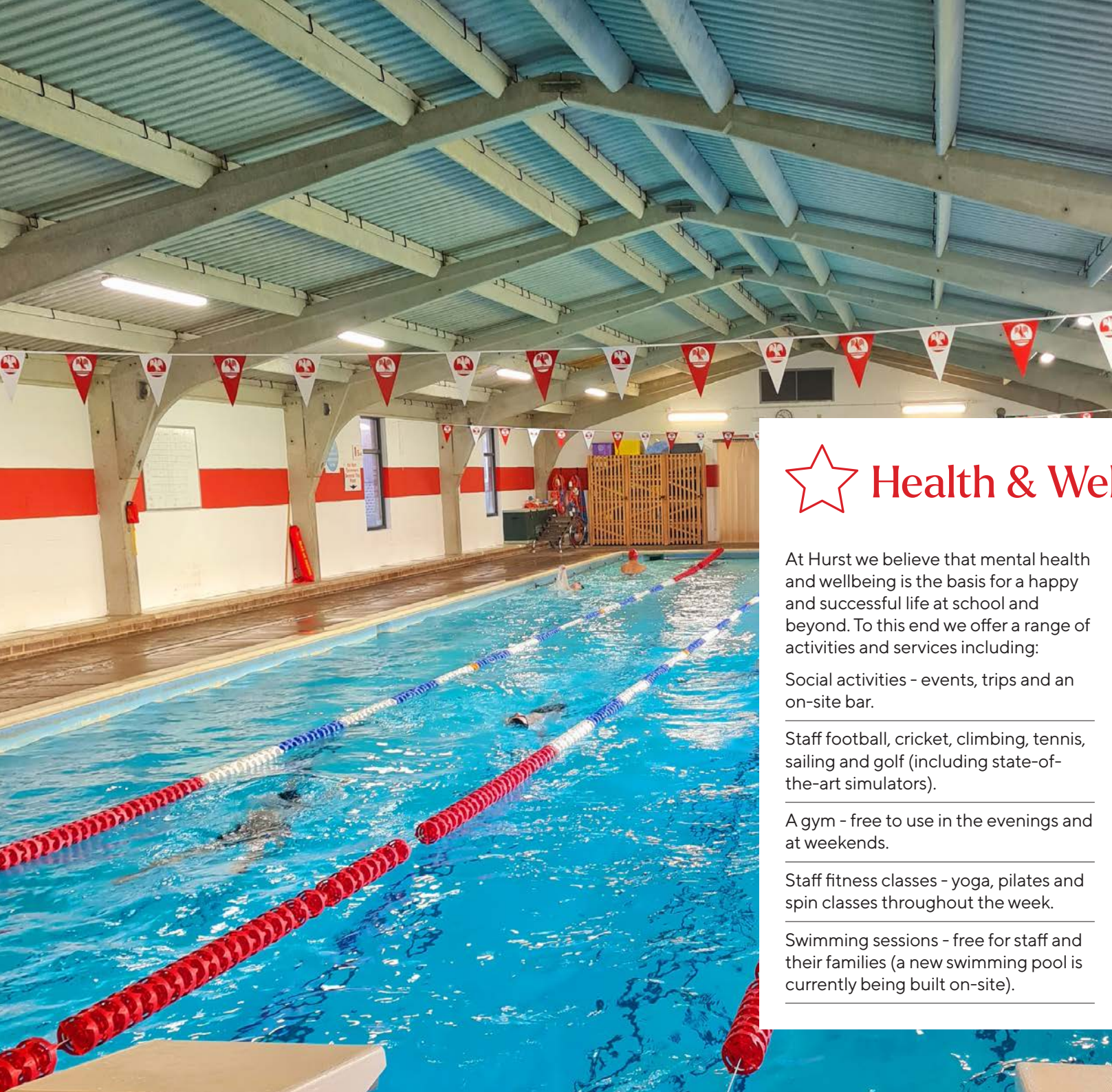
**Sports:** Many of our Teachers coach a sports team and, in addition to our A and B teams, we run many C, D and E teams who have full fixture cards. Sports at Hurst include Rugby, Netball, Hockey, Cricket, Athletics, Swimming, Tennis and Golf.

### **Outdoor Education and activities:**

We run the Duke of Edinburgh Award Scheme, a large Combined Cadet Force (CCF), climbing, equestrian, community service projects, conservation work and we have a small on-site farm. We also have an Outdoor Pursuits programme for pupils which includes mountain biking, skiing and water sports. Other activities include Young Enterprise, Model United Nations, Crest and STEM awards, our own Hurst Engineering Scheme, and many clubs and societies.

**International trips:** Staff help with educational and residential trips. International trips often include a skiing trip, student sports tours and community projects in Malawai and Zambia.

For more information about our co-curricular activities, visit [hppc.co.uk/senior-school/co-curricular](http://hppc.co.uk/senior-school/co-curricular)



## ★ Health & Wellbeing benefits

At Hurst we believe that mental health and wellbeing is the basis for a happy and successful life at school and beyond. To this end we offer a range of activities and services including:

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Social activities - events, trips and an on-site bar.

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Staff football, cricket, climbing, tennis, sailing and golf (including state-of-the-art simulators).

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A gym - free to use in the evenings and at weekends.

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Staff fitness classes - yoga, pilates and spin classes throughout the week.

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Swimming sessions - free for staff and their families (a new swimming pool is currently being built on-site).

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Cycle to work scheme.

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Theatre on-site - with regular performances and music events.

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The Mind Clinic - a safe, confidential space for anyone with an issue they'd like to talk about or reflect on. The College offers this service free of charge to all employees.

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BUPA Health Insurance - a contributory scheme for employees.

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Free flu jabs.

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## The campus

Hurst is situated within a 140-acre campus, surrounded by beautiful countryside.

The campus is a short walk from your accommodation. Teachers will be given the opportunity to live on-site free of charge during their time on the Teach Hurst programme. Staff will be housed in one of the shared flats or houses on campus. Wherever you live, you will benefit from heavily subsidised utility bills and each room is fully furnished.

Each Teacher has their own well-resourced classroom. Teaching facilities include art studios; specialist science labs; lecture theatre; Design and Technology workshops; state-of-the-art IT suites and a three-floor library.

Teachers can take advantage of the large common room where staff socialise at break and lunchtimes. Tea, coffee, fresh fruit and snacks are available to staff throughout the day and there is a bar open in the evenings. Breakfast, lunch and supper are provided for free in the dining hall. There is an extensive menu including vegetarian and vegan options.

Leisure facilities include an indoor heated swimming pool and two fitness suites with top of the range cardio-vascular training equipment and weights which are available for Teachers to use in the evenings and at weekends.

We have a programme of continuous development with a focus on becoming more sustainable and environmentally friendly.

[Read about our facilities](#)

[Read our sustainability strategy](#)



**“At Hurst, no doors are closed to you; you are valued by what you have to offer, not by how many years you have spent at the front of a classroom.”**

*Matthew Songer, Head of GCSE English at Hurst (fourth year at Hurst, ECT2)*



**“The programme is both the most intense and rewarding venture I’ve ever undertaken. You learn to not only become a teacher, but a role model and a confident, young professional.”**

Phoebe Lewis

*Head of Psychology and Director of EDI at Hurst  
(completed the Teach Hurst programme in 2021)*

## Location

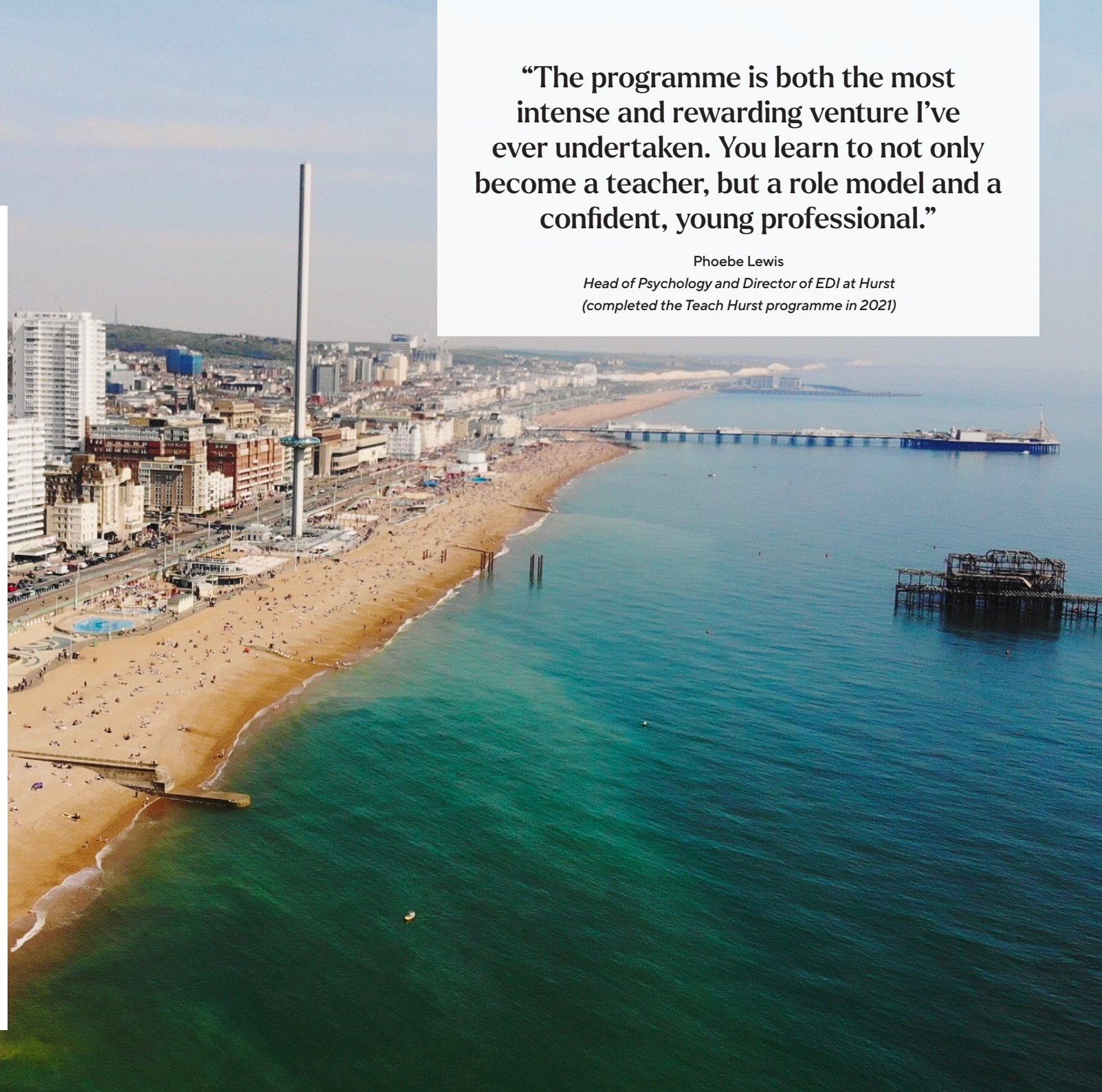
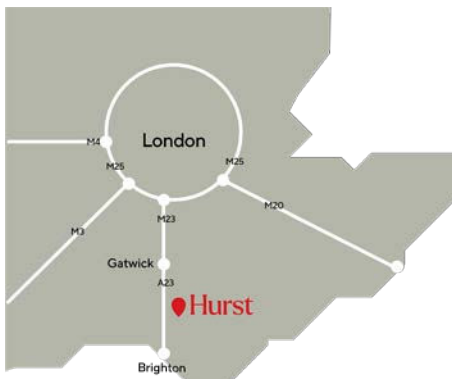
Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

This superb location is only a 20-minute drive from the city and beaches of Brighton and Hove.

London can be reached by train from Hassocks or Haywards Heath stations in under an hour.

The College is also conveniently located within a 25-minute drive from Gatwick Airport.

[Find us on Google maps](#)





## Testimonials from our Teachers

"The main aspect that drew me to Teach Hurst over a regular PGCE route was the way in which I was able to work in the classroom straight away.

Following a year as a Graduate Teacher, I undertook my PGCE year. This gave me the opportunity to further expand my understanding and interest in teaching pedagogy whilst also gaining experience of working at another school on placement.

Having gained a Distinction in my PGCE, I have continued to develop my teaching and management skills through the vast offerings of CPD [Continuing Professional Development] opportunities.

In 2021 I started my new role of Head of Fifth Form, supporting Year 11 students through their GCSE year. Since then, I have taken on the role of Housemaster in one of Hurst's day houses. I feel I would not have progressed that quickly had it not been for the strong grounding of the Teach Hurst programme.

Teach Hurst also allows you the opportunity to develop outside the classroom and I have thoroughly enjoyed the opportunity to become involved in tutoring, coaching sports teams and working in a boarding house. The biggest draw to the programme is that you are in a real-life situation from day one and can forge your own path."

**Nick Chadwell, Teacher of Business and Housemaster at Hurst**

"I chose Teach Hurst over a traditional PGCE route as I wanted to be in the classroom from day one.

Hurst life is very busy, but I love the variety: for me this has involved teaching two subjects to students across a range of ages, running badminton and tennis sessions, university and Oxbridge mentoring, working in a boarding house and more.

I feel like I have learnt a huge amount in a short space of time and developed both personally and as a professional. The mentorship, guidance and observations have been excellent. This is a real community – kind, enthusiastic students, and a wonderful staff body which has always been incredibly welcoming.

The first couple of years here have allowed me to pin down the areas in which I want to specialise, and Hurst has supported me in this. I can genuinely say that everything I am doing this year is something I enjoy and am passionate about. Many people progress quickly, and I am looking forward to my new roles as Head of A-Level Further Maths and Oxbridge Coordinator."

**Xiao Ma, Head of A-level Further Maths at Hurst**

“During the final year of my English Literature and Creative Writing degree, I considered lots of different professional areas for my next step. I was most drawn to fields in which I could be working with the skills I had learned at university and thereby remain immersed in the subject I love. Teaching felt like a natural extension of this passion and, after considering several different pathways, I settled on Teach Hurst.

I loved that I had the opportunity to begin teaching straight away, and I found that the nature of the school is such that it fosters an excellent atmosphere of collaboration between senior and inexperienced Teachers. In particular, several of the middle and senior management teams have undertaken the same training scheme as the Teach Hurst cohorts and were not only able to empathise with the challenges that face every new Teacher, but also had a clear understanding of the specific requirements of the many roles we fulfil here at Hurst.

I have had opportunities to develop my professional portfolio here at Hurst. I have taken on the roles of Shell (Year 9) English Co-Ordinator, Head of Department (GCSE) and Assistant Housemaster – all alongside having the opportunity to develop my coaching of swimming, complete my PGCE and now mentor new graduate Teachers.”

**Matthew Songer**  
**Head of GCSE English at Hurst**

“Teach Hurst has been an outstanding experience right from the start. The amount of support available makes joining out of university a collaborative, steady process; you won’t walk alone in your journey from student to teacher.”

**Charlee Wedderburn-Bolton**  
**Teacher of English at Hurst**

“My first few weeks of Teach Hurst has been a fantastic experience for me. Unlike the traditional PGCE route, I have been able to get fully immersed in school life, both inside and outside the classroom. I have three of my own classes, but alongside this, I am a tutor, hockey coach, and a learning support teacher to three students.

The huge support from my mentor and all the staff at Hurst has allowed me to make a seamless transition from being a University student to becoming a maths teacher, within only a matter of weeks.’

**Zoe Wolstenholme**  
**Teacher of Maths at Hurst**





## Further information



### How to apply

Teach Hurst is a highly desirable graduate scheme and we receive a large number of applicants each year.

If you are excited by this opportunity please visit our website to complete an online application.

Applications will be considered as they are received, and the recruitment process will close once outstanding candidates are identified.

We also offer opportunities throughout the year to visit Hurst. This includes observing a lesson, a campus tour, lunch with the department and meeting our Director of Teach Hurst.



### Find out more

To find out more about working as a Teacher at Hurst College, we recommend watching our video at [hppc.co.uk/teacher-training](https://hppc.co.uk/teacher-training)

For further information, or if you have any questions, please contact Peter Browne, Deputy Head of Staff Development, at [teachhurst@hppc.co.uk](mailto:teachhurst@hppc.co.uk)

### Safeguarding and equal opportunities

Hurst is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical question, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim. Our full equal opportunities policy is available in the Policy documents section of our website.