



Teach Hurst Teacher Training programme

Turning talent into teachers

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.

A handwritten signature in blue ink that reads "Dominic Mott".

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.

Our Teach Hurst graduate scheme is a unique, fully-funded programme which includes sponsorship of PGCE and Early Career Teachers (ECT) training. Teachers will gain Qualified Teacher Status (QTS) and become an employee at Hurst.

Your training will take place at Hurstpierpoint College (known locally as 'Hurst') - one of Sussex's most successful independent schools. You will work alongside a cohort of Teachers on the programme and our experienced staff at Hurst.



The programme

Our programme provides high-quality training with a £30,000 salary 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 and given the opportunity to take on roles of responsibility and leadership across the College.





The programme in detail

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.

In the classroom, on a much reduced timetable, working closely with your mentor and Head of Department, you will have the opportunity to teach your own classes and observe a range of outstanding practitioners across a variety of subjects and key stages. You will also work closely with colleagues in the department of your chosen subject area, building subject-specific knowledge and pedagogy. Training courses 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 house 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

programme, 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, a 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, as will expectations of engagement with the tutor programme and extra-curricular activities. 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)

Throughout your Early Career Teacher (ECT) period you will continue to be mentored and given the opportunity to take on roles of responsibility and leadership across the College.

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.

It is our expectation that by your second year of working as an ECT (your fourth year at Hurst) 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 develop your skills.

Career Progression

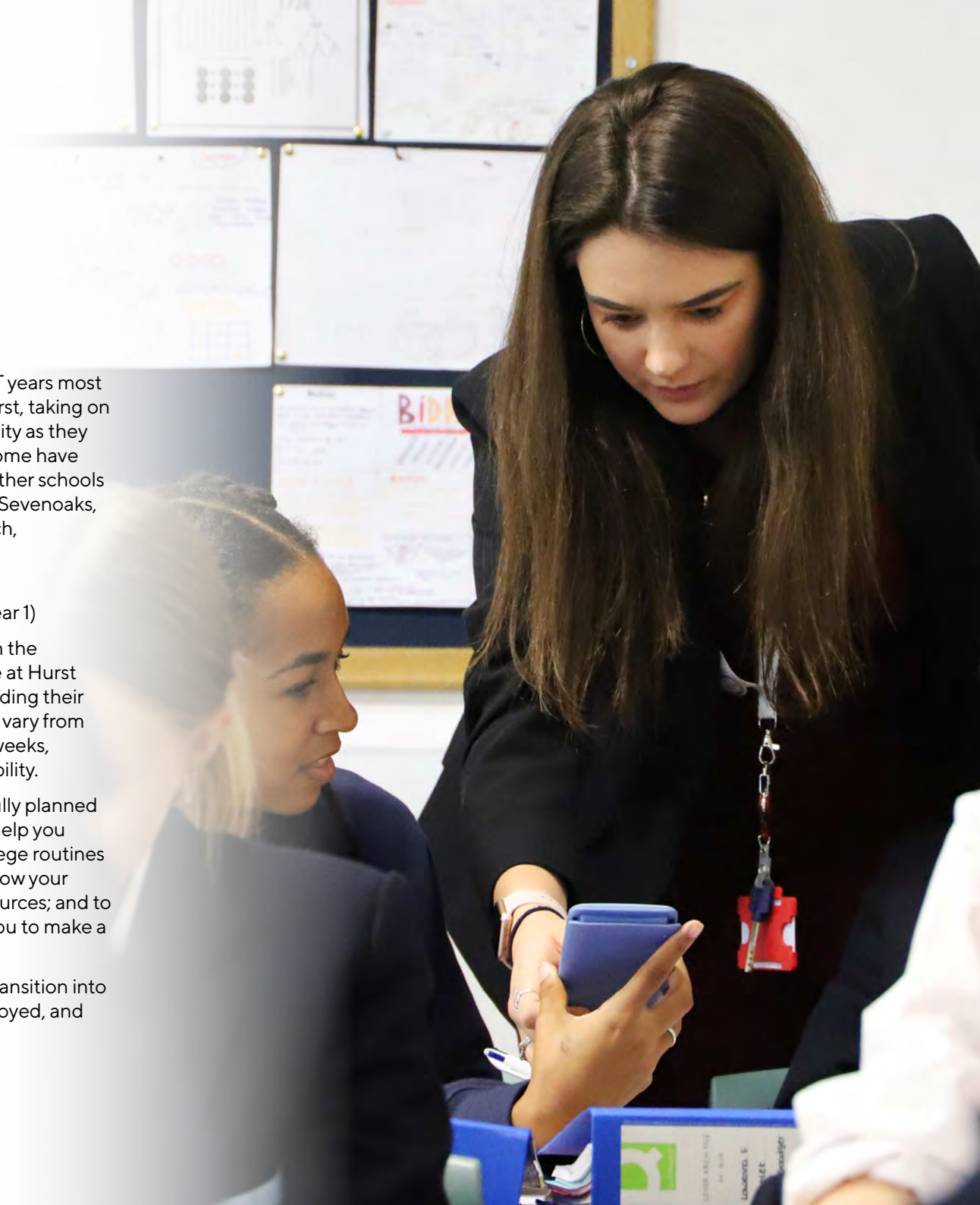
On completion of the ECT years most of our Teachers stay at Hurst, taking on further roles of responsibility as they progress in their career. Some have also gone on to teach at other schools such as Eton, Wellington, Sevenoaks, St Paul's (London), Dulwich, Marlborough and Stowe.

Introduction 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 may vary from a few days to a couple of weeks, depending on your availability.

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 transition into the College, you are employed, and paid, from 1st August.



Why become a Teacher at Hurst?

Benefits

£30,000 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 (during term time).

Free parking on-site.

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

Staff Continuing Professional Development (CPD): We provide a programme of support staff CPD opportunities throughout the year, together with professional development planning to meet individual needs.

Membership of the College's generous contributory pension scheme with The Pensions Trust. The College will double an employee's pension contribution up to 7.5% (i.e. the maximum total contributions will be 22.5%).

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.





★ 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. Pupil, and staff, wellbeing is at the core of what we do at Hurst and informs our decision making at every level. To this end we offer a range of activities and services including:

- Social activities – events, trips and an on-site bar.
- Football, sailing, golf (including state of the art simulators), cricket, climbing and tennis evenings.
- Gym - free to use in the evenings and at weekends.
- Yoga and spin classes.
- Free swimming sessions for staff and their families.
- Cycle to work scheme.
- On-site theatre and music events.
- 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.
- BUPA Health Insurance - a contributory scheme for employees.
- Free flu jabs.

Accommodation

We guarantee accommodation on-site for your first four years at Hurst.

Teachers will live on-site 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.

Each room is supplied with standard furniture and includes a double bed, wardrobe, study table and chair and storage.

All you will need to provide to furnish your room is bedding, towels and bedside/desk lamps, as required.



“I felt supported and encouraged throughout the process, secure in the knowledge that I received outstanding teacher training.”

Katie Braithwaite

*Acting Head of Higher Education and Teacher of History
(completed the Teach Hurst programme in 2020)*

The campus

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

The campus is a short walk from your accommodation.

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

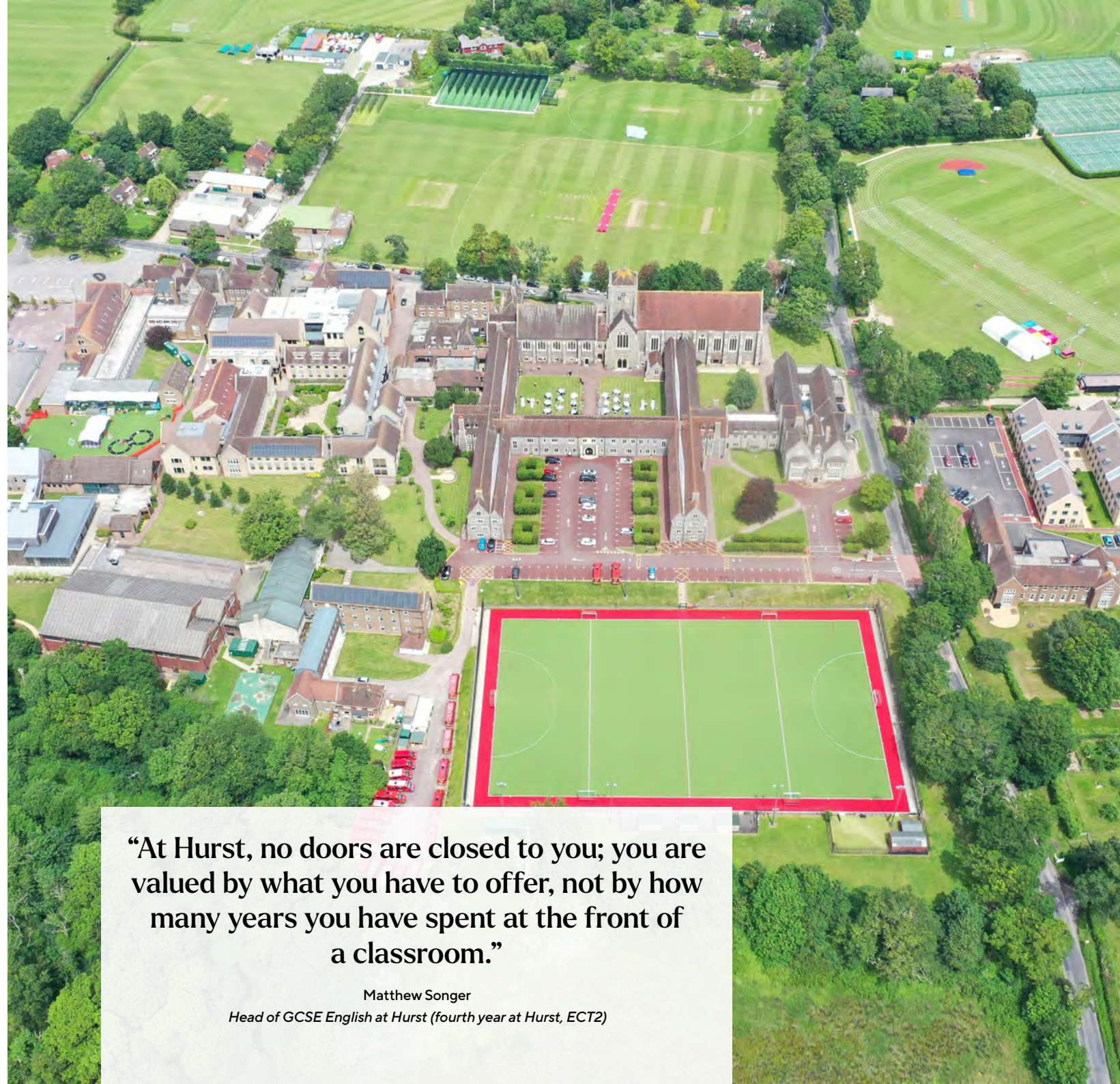
Teachers can take advantage of the large common room where staff socialise at break and lunchtimes. Tea, coffee, fresh fruit and snacks are available to staff throughout the day and there is a bar open in the evenings. Breakfast, lunch and supper are provided for free in the dining hall. There is an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

Location

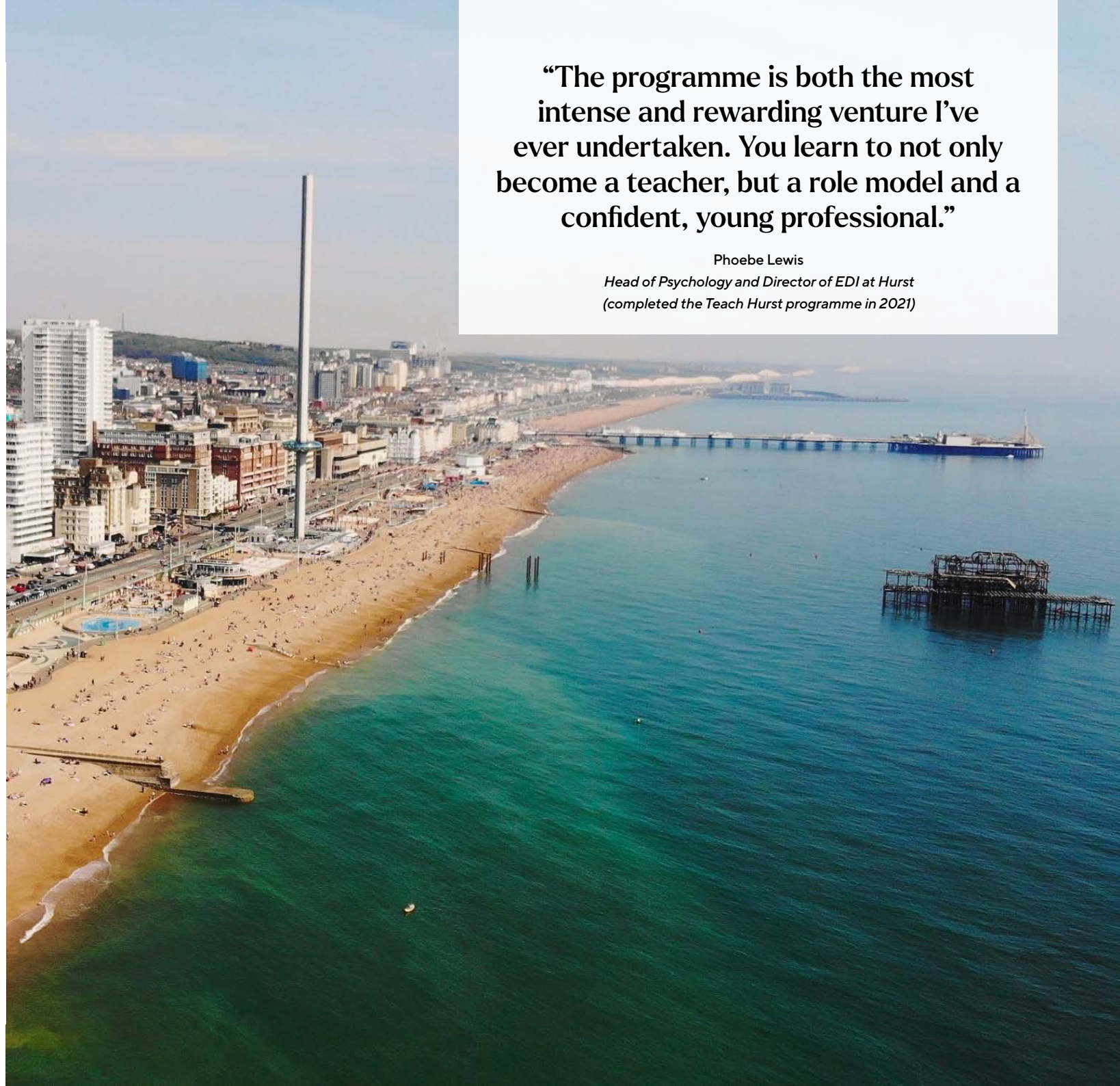
Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

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](#)



“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)*



Opportunities beyond the classroom

Hurst offers an extensive programme of co-curricular activities for pupils, which also enables staff to become more involved in the Hurst Community.

All Teachers contribute to the running of co-curricular activities, with the aim of enriching our pupils' lives beyond their academic lessons. Hurst staff not only run clubs for pupils - they enjoy taking part in opportunities alongside our students.

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 help out with preparations for 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 enjoy coaching 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 Athletics, Cricket, Golf, Hockey, Netball, Rugby, Swimming and Tennis.

Outdoor Education and activities:

Our Outdoor Education programme offers further opportunities for staff to get involved. 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 Malawi and Zambia.

Charity fundraising: There are always opportunities for staff to get involved with charity fundraising.

For more information about our co-curricular activities, visit hppc.co.uk/senior-school/co-curricular

Testimonials from our Teachers

“When applying to postgraduate jobs in the final year of an English and Philosophy degree, I was struck with the sterile and mundane nature of most applications processes. I was certain I wanted my career to be varied, meaningful, and challenging, but I also wanted to work for an organisation I actually could get behind. Teaching had always appealed to me, but I didn’t envisage entering the profession straight from university. Teach Hurst appealed to me as it is immersive from day one, but allows you to gain your PGCE qualification alongside a reduced teaching timetable.

I joined the Hurst Religion, Ethics, and Philosophy department in August 2018, with sole responsibility for classes and student progress from the beginning. However, I also had the support of my mentor, Head of Department and the Director of Professional Development; I was observed weekly and gradually built on my teaching practice over the year. By the time I completed my PGCE in 2020, I had 2 years’ teaching experience and was made Coordinator of GCSE REP.

Alongside this, I adored my co-curriculars, including coaching swimming, becoming a qualified First Aid Instructor, teaching PSHCE, tutoring and working in a boarding house.

I have professionally progressed more rapidly than I might have in a less dynamic environment. Hurst will keep you busy, but the sense of community, shared purpose and commitment to ongoing development is energising. [...] I love the varied nature of my job, and would recommend the Teach Hurst programme to any aspiring teacher; it’s the best possible start to a prosperous career.”

Georgina Cave (completed the Teach Hurst programme in 2020)

“The Teach Hurst programme has been an incredible experience, full of variety, development and progression. It has allowed me to not only develop my teaching skills but has also provided opportunities to work with young people in a variety of different settings including pastoral, sporting and academic. Hurst has provided me with a job like no other.”

Eliot Newton-Mann, Teacher of Maths and Head of Fifth Form (Year 11) at Hurst

“The Teach Hurst programme has prepared me to become a confident educator with a clear understanding of how learning happens in the classroom. Throughout my time at Hurst I have been supported by incredible Mentors and I feel prepared to take on my roles as Head of GCSE Biology and Lead for Vets and Medics university applications.”

Dr Kat Hutchinson, ECT (second year) and Head of GCSE Biology 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

"After graduating from University, I looked at the different routes in which to enter teaching. I was immediately drawn to the Teach Hurst programme, where I could gain my PGCE through on-the-job training.

The College community is established, yet incredibly welcoming, meaning they immediately offered me immense support from the get-go. During my first year teaching at Hurst, I was on a reduced timetable and was offered regular feedback to help develop my practise from my mentor, my line manager and other colleagues.

The co-curricular activities are embedded within school life, so there are many opportunities to get involved in all areas of sport, drama, dance, music and additional academic enrichment. I have [...] immersed myself in a wide variety of activities, from helping pupils with charity bake sales to participating in the annual 'Heroes' Run'.

Hurst has embraced me in many ways over the last year and I am looking forward to developing my pedagogy further."

Lydia Crichton, Teacher of Maths Head of Maths and Head of Year 7

The region R is bounded by the curve with equation $y = x^3 + 2$, the line $x = 3 - 2x$, and the x - and y -axes. Find the coordinates of A . A solid is created by rotating the region 360° about the x -axis. Find the volume of this solid.



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$$u = \frac{1}{3}$$

“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

“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



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, 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.

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

hppc.co.uk/teacher-training
teachhurst@hppc.co.uk





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 fill in an application form and send to Peter Browne, Deputy Head of Staff Development, at teachhurst@hppc.co.uk

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

We also offer the opportunity to visit Hurst. This includes observing two lessons, a 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

For further information, or if you have any questions, please contact Peter Browne, Deputy Head of Staff Development, at 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.