



Employee Experience

www.mossbourne.org



Mossbourne
Federation

Welcome to Mossbourne!

Dear Colleague,

We are delighted to welcome you as a member of the Mossbourne Federation. While the true rewards of our work lie in the positive impact we make on our students and the relationships we build with our colleagues, we are pleased to offer additional benefits to enhance your experience. This handbook outlines the various benefits and opportunities available to you as a valued member of our team.

What You'll Find Inside:

Message from the CEO

Benefits and Perks:

Explore the perks that come with being part of our team, including health benefits, wellness programmes, and more.

Career Pathways:

Discover the career progression opportunities available across the Federation.



Message from the CEO

Dear Mossbournian,

As the CEO of the Mossbourne Federation, I am immensely proud of our employee benefits programme, which stands as a testament to our commitment to each member of our staff. Our ethos is not just about providing a job; it's about nurturing a career and fostering a community where everyone is encouraged to reach their full potential.

At Mossbourne, we believe in the power of development, and it is this aspect of our benefits programme that fills me with the greatest pride. Being part of the Mossbourne family means having access to unparalleled opportunities for professional growth. We understand that excellence is a journey, and we are dedicated to supporting you every step of the way.

Our weekly INSET sessions are designed to spark innovation and inspire continuous learning. The dedicated Performance Management Day is not just a routine check-in; it's a strategic pause, allowing you to reflect on your aspirations and plan your professional trajectory with clarity and purpose. For those who wish to take their expertise to the next level, we offer robust support for undertaking further study such as Master's degrees, because we believe that good is just the starting point.

Being a Mossbournian is more than a title; it's a mindset. It's about being part of a culture that values self-improvement and collective excellence. We are always seeking to better ourselves, not just through formal education but through every interaction, every challenge, and every success we achieve as a community.

If you share the belief that there is no ceiling to what you can achieve, that 'good' is not enough, and you are driven to embark on a journey towards being the best, then Mossbourne is where you belong. I look forward to walking this path of continuous growth and achievement with you.

Together, we will not only reach new heights in our careers but also in the educational landscape, setting new benchmarks for what it means to be educators of the future. Let us embrace this journey with passion, dedication, and the unwavering belief that as a team, we are unstoppable.

Warm regards,

Peter Hughes
CEO, Mossbourne Federation

“The difference between a good school and a great school is the people. At Mossbourne, we have created a culture that places relationships at its heart.”

Peter Hughes, CEO,
Mossbourne Federation

Benefits & Perks

Mossbourne Culture

Our academies foster friendly, calm and focussed working environments by promoting a culture of politeness and diligence among our students. We strive to create conditions where our staff can work 'smarter not harder', by continuing to invest in digital transformation and new technology and by organising our ways of working to ensure employees are well supported at work and outside it.

Hybrid working: Our fixed hybrid approach strikes a balance between on-site and remote work. Subject to operational needs, we allow teachers to choose where and how they work for certain non-contact time with students. In our secondary academies, student timetables finish at lunchtime on Fridays and staff can decide where they work to do their preparation, marking and assessment after that time. Our primary teachers have similar flexibility to take their PPA time off-site, with ring-fenced mornings or afternoons timetabled each week.

Our Central Services teams have a fixed hybrid approach, ensuring that their high-quality service to academies is never interrupted, but allowing remote working on negotiated days of the week. They also have an enhanced annual leave entitlement with 3 additional weeks offered (over and above a contractual 5 weeks leave), to be taken in term breaks.

Summer Exam Period: In our secondary academies, timetables are suspended for the last two weeks of the summer term to allow all students to undertake formal examinations in their subjects. This means staff do not plan lessons in this period but invigilate examinations.

Marking, Moderation and Data Week: This occurs in the last week of the summer term. Secondary students do not attend school and staff are given the time to mark, moderate, analyse and record student data. For Primary colleagues, this time is split throughout the year.

Flexible Working: We support our staff to explore flexible working, part-time working or other bespoke arrangements.

Celebrating Success: We recognise staff who go the extra mile; it is part of our DNA. We offer awards through a peer and leader-nominated 'shout out' scheme, appreciation events, well-being events and celebrations.

Special Leave: Special parental leave, part-paid paternity leave and enhancements to maternity leave are offered as well as a day available each year that staff can pre-book for special occasions. We believe in meeting our staff where they are, supporting exam leave, sabbatical leave and other personal requirements.

Employee Referral Scheme: our people promote our culture best. We pay a referral fee when a staff member recommends someone who goes on to be successfully appointed into a shortage role.

Amenities: Complimentary tea and coffee stations are offered at staff bases across Mossbourne academies and refreshments are provided for staff meetings and events throughout the year.



Mossbourne's impressive range of benefits includes:

Professional Development

FedCon: A Federation Conference each academic year bringing together all staff to promote collaborative working across the Federation.

CPD Sessions: Providing staff with 'little and often' training opportunities after the school day and within core hours.

Performance Management Day: A day every academic year for staff to plan their career goals and progression within the Federation.

Career Progression: Our bespoke CPD calendar features localised training, coaching and mentoring opportunities, ring-fenced time for goal setting and review, a progressive online development portal and support from a dedicated HR team and training budget. We offer trainee leadership roles, internal promotions and secondments across the Federation to support professional growth.

INSET Days: Eight INSET days every academic year.

Wellbeing & Leisure

Free Healthcare Provision: Access to fully-paid membership of an award-winning private healthcare provider to provide additional support. Access to a range of services, including 24/7 GP and mental health helplines, physiotherapy, medical diagnostics and treatment, cancer support, wellness courses, articles, and webinars.

Confidential Employee Support: Confidential mental health, wellbeing and financial support, plus dedicated mental health and wellbeing leads.

Better Gym Membership Discount: Discounted local or UK-wide gym membership paid in monthly instalments.

Cycle to Work Scheme: Loans to purchase a bicycle, payable in monthly instalments.

Free Staff Fitness: Free weekly fitness sessions are offered on our secondary sites, delivered by a qualified trainer. Suitable for any level of fitness.

Local Discounts: Discounts at a range of local shops, cafés, and restaurants.

National Discounts: Our Benenden health provider offers access to a range of retail benefits, such as discounts on shopping, holidays, family days out, attraction tickets, and appliances. Additional retail benefits are offered to Mossbourne Staff as part of the Hackney Schools benefits scheme.

Other Benefits

Extra payments:

Marking & Revision: We offer payments for staff who go the extra mile, for things such as running Saturday school. We offer direct payments for exam marking in addition to payments teachers receive from exam boards.

Mainscale teachers: mainscale teachers receive an additional monthly payment known as the 'Mossbourne allowance'.

"Staff are well supported by leaders and have access to a wide range of high-quality professional development opportunities."

Ofsted
Mossbourne Victoria Park Academy

Career Pathways

At Mossbourne, we all strive for one common goal: to be the best we can be. Our academies are diverse, stimulating and highly aspirational places to work and study, staffed by ambitious professionals focussed on achieving the best outcomes for our students. Our high expectations of all community members are paired with a supportive culture that will help you become the best that you can be. Our learning and development programmes are designed to help you build a long and rewarding career with the Mossbourne Federation and make the biggest possible difference to the children we teach. Whatever your aspirations, our goal is to help you achieve them more quickly.

Alongside our exceptional training programmes, you will have the opportunity to learn from teachers and leaders across our academies, shadowing them to gain hands-on leadership experience. Our highly experienced team, including executive principals, mentors, and subject specialists, is committed to supporting your career and enhancing your skills as a teacher or leader. We provide internal leadership training to retain teachers and advance them into leadership roles. Over the past 12 months, 33 teachers were promoted internally, accounting for 55% of all job offers.

I started at Mossbourne as a Teaching Assistant and then became a Learning Mentor, supporting students that had complex needs. After completing Teacher Training, I transitioned to teaching English and was a Form Tutor. Now, as Head of Year, I oversee behaviour, attendance, and safeguarding for 180 students, lead six form tutors, mentors, and an assistant Head of Year and work with various professionals to support our most vulnerable students. Mossbourne truly nurtures growth and offers incredible career progression opportunities!

Michael Rose



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