MOSSBOURNE FEDERATION

Job Title:	Class Teacher	Salary:	Main Pay Scale plus £1,600 Mossbourne allowance	Contract Term:	Permanent

Responsible to:	Principal	Responsible for:	N/A

Mossbourne Federation

The Mossbourne Federation is the realisation of Sir Clive Bourne's dream to provide the children of Hackney with an outstanding education. Over the last twelve years the Federation has nurtured Sir Clive's dream by fostering kind, courteous, hard-working and well-rounded learners by providing an outstanding education based on the core values of 'Excellence', 'No Excuses' and 'Unity'. Through upholding these core values, Mossbourne will be the first academy federation whose schools are without exception, exceptional.

The Federation's calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field and academically. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning within The Mossbourne Federation.

The Federation comprises four academies: Mossbourne Community Academy (secondary and which includes The Mossbourne Federation Sixth Form), Mossbourne Victoria Park Academy (secondary), Mossbourne Parkside Academy (primary) and Mossbourne Riverside Academy (primary).

Mossbourne Riverside Academy

Located in the London 2012 Olympic Park, at Mossbourne Riverside Academy (MRA) we continue to build on The Mossbourne Federation ethos of exceptional education for all of our pupils. With learning at the heart of everything we do MRA continues to raise expectations and achievement in Hackney and its neighbouring boroughs; we believe that all pupils can fulfil their true potential. Our pupils receive great lessons, enjoy a vibrant curriculum and have access to world-class sporting facilities. Our outstanding teaching staff provide pupils with a happy and caring learning environment, with high expectations for behaviour and manners throughout the academy.

Class Teacher

The successful applicant will be passionate about education. They will be well organised and willing to go the 'extra mile' and will be focussed on the attainment of all pupils. They will hold Qualified Teacher Status (QTS), and may be starting out as an ECT, or have a proven track record of successful teaching in the Early Years Foundation Stage, KS1 or KS2. They will be committed to moving the Academy forward.

Key Accountabilities

- Responsible to their line manager for his/her duties, responsibilities and teaching tasks
- Interacting on a professional level with all colleagues and establish and maintain good working relationships which will promote the development and effective delivery of the academy curriculum and maximise children's achievement
- Responsible for the supervision of the work of support staff and any students who may be on teaching practice or work placement
- Undertaking the teaching of the pupils in his/her class and the associated pastoral and administrative duties in respect of those pupils as well as the general responsibilities in the academy as agreed with the Principal

MOSSBOURNE FEDERATION

- Teaching all pupils in class according to their educational needs and acknowledging that every lesson counts
- Creating a well ordered and secure environment that will ensure the educational well-being of individual children within the group
- Making effective use of ICT to enhance learning and teaching
- Undertaking careful planning and delivery of the curriculum
- Ensuring careful and on-going assessment of the pupils learning to inform further planning
- Ensuring that the curriculum is differentiated to mean that tasks and activities are matched to the ability of the children and henceforth allowing them to make progress at the right pace and level
- Completing all assessments and records as determined by academy policy in a timely fashion
- Working with academy leaders to track the progress of individual children and intervene where pupils are not making progress
- Working with academy leaders to complete and teach individual pupil plans where pupils have specific needs (IEPs)
- Ensuring that equal opportunities are implemented in the classroom and throughout the academy
- Developing and maintaining positive relationship with parents, involving them actively in the classroom and in the learning process
- Participating in planning and staff meetings
- Contributing to the whole academy ethos by taking a leading role in display particularly in own classroom and designated whole academy areas as agreed with the Principal
- Contributing towards the development of the academy and implementation of whole academy policies
- Contributing and co-operating with other staff and professional agencies as appropriate to the needs of the children
- Complying with Health and Safety requirements and initiatives as directed
- Compliance with Data Protection legislation
- The successful applicant may be required to work outside of normal academy hours on occasion (e.g. to attend Full Governing Body and/or Committee Meetings
- Undertaking in-service training for further development as a teacher.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification at any time.

The Mossbourne Federation is actively seeking to increase the proportion of our workforce who come from diverse backgrounds. We particularly welcome applications from people of Black, Asian and other minority ethnic descent. Injustice, discrimination and intolerance go against the core tenets of the Mossbourne ethos. We actively reject discrimination in our academies through continuous review of our working policies & practices across the federation, including at board level. We are committed to developing and supporting inclusivity, diversity and anti-racism in every facet of what we do.

MOSSBOURNE FEDERATION

PERSON SPECIFICATION				
Essential [E] or Desirable [D]	**Requirements**	**Assessment Criteria**		
		Interview	**Application form**	**Task**
Qualifications				
E	Educated to degree level	✓	✓	
E	Qualified teacher status either in the UK or if not in own country combined with a desire to achieve English QTS	✓	✓	
Experience				
E	Must have taught in Early Year Foundation Stage or KS1	✓	✓	✓
D	Will have demonstrable experience of teaching in a multicultural inner city environment	✓	✓	✓
Professional Knowledge and Understanding				
E	Must understand the expectations in the new Ofsted Framework regarding effective learning and teaching	✓	✓	✓
E	Must have a sound knowledge of the National Curriculum Orders for the all subjects for both Key Stages	✓	✓	✓
E	A sound knowledge and understanding of the Foundation Stage Curriculum (if applying for a Foundation Stage post)	✓	✓	✓
E	A good understanding of the National Primary Strategy	✓	✓	✓
E	An excellent understanding of curriculum and pedagogical issues relating to learning and teaching, including the latest inspection and research findings	✓	✓	
D	Familiarity with each Key Stage Standardised Attainment Tests	✓	✓	
D	Understanding of and commitment to the academy policies, in particular: • Participation and implementation of the academy Behaviour Policy • Commitment to and implementation of the academy 's safeguarding children policy • Awareness of Health and Safety implementation in the work place Implementation of the academy Equal Opportunities Policy	✓	✓	
E	Must understand the contribution of EMA work in a primary academy and what	✓	✓	✓

MOSSBOURNE FEDERATION

	constitutes good practice and support for bilingual learners			
E	Knowledge of effective strategies to include, and meet the needs of all pupils, in particular underachieving groups of pupils, pupils with EAL and SEN	✓	✓	✓
E	Familiarity with writing and delivering effective Individual Education Plans for pupils with SEN	✓	✓	
Professional Skills & Abilities				
E	A good classroom practitioner willing and able to teach a class in either key stage as deemed necessary	✓	✓	
E	A teacher with good ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance teaching and learning	✓	✓	✓
E	Must be able to plan lessons effectively for all the pupils in a class, setting clear learning intentions and differentiated tasks	✓	✓	✓
E	Must be able to keep records of pupil progress in line with academy policy	✓	✓	✓
E	Must be able to use assessments of pupils learning to inform future planning	✓	✓	✓
E	Ability to plan and work collaboratively with colleagues	✓	✓	✓
Behavioural Competencies				
E	Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children	✓	✓	✓
E	A teacher with a flexible approach to work who enjoys being a good team member	✓	✓	✓
E	Must have good oral and written communication skills	✓	✓	✓
E	Must be able to manage own work load effectively and respond swiftly to tight dead lines	✓	✓	✓
E	Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	✓	✓	✓
E	Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	✓	✓
E	Willingness, and ability, to contribute to whole academy INSET	✓	✓	✓

E	Openness and willingness to address and discuss relevant issues, allied with an ability to inspire and challenge others	✓	✓	✓
E	To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓	✓	✓
E	To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	✓	✓	✓
Applicable to all staff				
E	Undertake training as required to so in order to fulfil the requirements of the role	✓	✓	✓
E	Genuine interest in the education of young people and ability to contribute more widely to the life and community of the Federation	✓	✓	✓
E	Support Mossbourne's efforts both verbally and non-verbally (i.e. via actions and attitude), including adjusting performance and practice in accordance with Mossbourne's initiatives and findings	✓	✓	✓
E	Recognise your role as part of the succession of Mossbourne	✓	✓	✓
E	Play an active role in terms of Safeguarding all students and adults	✓	✓	✓

Mossbourne Federation reserves the right to modify the above contents in order to ensure the needs of the Federation and the students are being met. The above list is not a comprehensive list; it simply outlines the expectations for this role. Mossbourne Federation provides equal employment opportunities to all employment applicants and employees without regard to race, colour, religion, gender, sexual orientation, national origin, age, disability or status. This post is subject to an enhanced DBS disclosure. The post holder must be committed to safeguarding the welfare of children.