



Mossbourne Federation

JOB DESCRIPTION

POSITION	Head of Chemistry
SALARY	Teachers main pay scale + Mossbourne main pay scale allowance £1600 + TLR / UPS + TLR
START DATE	1 st September 2025 [INSET Days 27-29 th August 2025]
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	Head of Learning Area - Science
RESPONSIBLE FOR	Chemistry Department
LOCATION	Mossbourne Community Academy
KEY WORKING RELATIONSHIPS	ELT, teachers, parents, students

Background

Mossbourne is the realisation of Sir Clive Bourne's dream to provide the children of Hackney with an outstanding education. Mossbourne is built on a formula of high expectations, doing the simple things right, and the belief that all children can succeed. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning. The Federation's calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field, and academically.

The Mossbourne Federation consists of seven academies in both East London and Thurrock: Mossbourne Community Academy (MCA) secondary and sixth form, Mossbourne Victoria Park Academy (MVPA) secondary, Mossbourne Fobbing Academy (MFA) secondary and sixth form, Mossbourne Port Side Academy (MPSA) secondary, Mossbourne Parkside Academy (MPA). Mossbourne Herd Lane (MHA), and Mossbourne Riverside Academy (MRA) all primary.

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 and 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 Community Academy (MCA)

The Mossbourne Federation's flagship academy, Mossbourne Community Academy (MCA) is built on high expectations and doing right by the students in our care in order for them to succeed. MCA has not only changed the face of education in Hackney but has also raised the bar in educational expectations to the highest level; we achieve recognition nationally for setting a new benchmark for non-selective comprehensive education. All students, regardless of background or ability, are encouraged to achieve their true potential and the behaviour of our students is exemplary. With outstanding GCSE and A-level results, year on year, Mossbourne Community Academy is placed within the top 1% of schools in the country. We are tremendously proud that our most recent Ofsted Inspection, dated November 2021, judged the academy as 'outstanding' and starts with the sentence 'Mossbourne Community Academy changes student's lives for the better' because that is what we do, year on year.

In 2023, Mossbourne Community Academy was named the top comprehensive school in London in The Sunday Times 'Good Schools Guide', the 5th most oversubscribed school in England and the most oversubscribed school in London. Such recognition is a testament to the pride, hard work and dedication of our staff body, students and parents.

If you want to be part of the team that is improving the future of our students, then read on!



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The Science Learning Area

The **Science Learning Area** includes departments for key stage three science, biology, chemistry, and physics. Working in a high performing team with brilliant students makes Mossbourne an extremely rewarding place to teach. The learning area hosts a vibrant and diverse staff body, all of whom are passionate about the study of science and want to foster a love of science in future generations. We are extremely proud of the high numbers of students who opt to study a science subject post-16 with demand for a minimum of two classes in biology, chemistry, and physics in both Years 12 and 13.

The Learning Area is also the home to the NHS Cadets and the sixth form Medical Bursary Programme. The Medical Bursary Programme is a unique offer which supports students to access degrees in medicine and veterinary science and/or careers in the wider field of medicine. The programme equips students with the skills and experience required for success in a competitive field. A significant number of our alumni have embarked upon a career in medicine.

We focus on high quality professional development to support exceptional outcomes for our students and place learning at the heart of all we do for students and staff, alike.

In 2024, our students achieved outstanding results and alumni went on to study a range of top degrees at Russell Group universities, including chemistry, engineering, medicine and natural sciences.

The Learning Area is very well resourced and comprises:

- Nine laboratories - each with an interactive whiteboard and visualiser.
- Two excellently equipped prep rooms with experienced technicians for each subject.
- A computer room with 32 PCs.
- Two staff offices.

Job Summary

We are seeking an outstanding practitioner to lead our high performing chemistry team.

The successful applicant will be responsible for overseeing the chemistry curriculum and teaching and learning of chemistry from Years 7 to 13. They will ensure our A-level chemistry students achieve their aims of studying chemistry, chemical engineering or natural sciences at Oxford, Cambridge and other top universities.

This role requires excellent subject knowledge and a passion for chemistry education. They will be highly organised and willing to go the 'extra mile'.

They will be an aspiring middle leader and ready to lead where required. They will embody the high standards that we expect from all of our staff and will be instrumental in ensuring that outstanding teaching and learning is maintained in chemistry.

Main Duties & Responsibilities

To work with the head of learning area and second in charge to ensure the effective provision of chemistry teaching and learning throughout all years. Responsibilities include, but are not limited to:

- To take on a lead role in ensuring outstanding behaviour is upheld in the science learning area.
- To work with the head of learning area to ensure the effective provision of teaching and learning in chemistry.
- To observe science colleagues on a weekly basis and provide quality feedback, setting targets for improvement and follow up where appropriate.
- To contribute to the planning, development and delivery of training within the science department.
- To participate in training, monitoring and mentoring of trainee teachers and the mentors that support these members of staff.
- Lead the development of chemistry schemes of work working with other Mossbourne schools.
- Lead the assessment of chemistry from Years 9 to 13.
- To review progress and attainment of students across all Key Stages in chemistry.
- To oversee intervention of underperforming students and groups.
- To organise and run enrichment opportunities and support interventions for chemistry students.



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- To be a member of the pastoral team and if required, a form tutor carrying out associated responsibilities.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.



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Person Specification			
E Essential Or D Desirable	Requirements	Assessment Criteria	
		Interview	Application Form
Experience			
E	Ability to teach Chemistry to KS4	X	X
D	Ability to teach Chemistry to KS5	X	X
E	Knowledge and understanding of how students learn science	X	X
E	Ability to monitor and raise student attainment across all Key Stages	X	X
E	Ability to observe colleagues on a regular basis and provide quality feedback, setting targets for improvement and follow up where appropriate	X	X
E	Ability to plan, develop and deliver training and INSET within the department	X	X
E	Ability to develop and maintain positive relationships with teachers, support staff and parents	X	X
E	Ability to coordinate, oversee and contribute to the development of schemes of work liaising with the Key Stage Coordinators	X	X
E	Capable of supporting science teachers in their drive to be outstanding	X	X
E	Effective classroom management and efficient organisation of resources	X	X
Qualifications			
E	A good degree in Chemistry or relevant experience	X	X
E	Qualified Teacher Status (QTS)	X	X
IT knowledge			
D	Knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point)		X
D	Ability to swiftly adapt to and utilise new/various systems/software		X
D	Capable of making effective and appropriate use of ICT in lesson delivery and within the Learning Area		X
Behavioural Competencies			
E	Excellent communication skills	X	
D	Strategic approach, ability to see the 'big picture'	X	
D	Have the initiative to work independently with minimal supervision	X	
E	Ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard	X	
E	Must have the upmost integrity as well as high levels of motivation and commitment.	X	
E	Proactive approach and efficient time management and prioritisation skills	X	
E	Genuine interest and passion for the education of young people and the ability to contribute more widely to the life and community of the Federation	X	X
Applicable to all staff			
E	Undertake training as required to so in order to fulfil the requirements of the role	X	X
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	X	X



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E	Recognise your role as part of the succession of Mossbourne	X	X
E	Play an active role in terms of Safeguarding all students and adults	X	X

Mossbourne Federation reserves the right to modify this job description to ensure the needs of the Federation & students are met.

The document is not a comprehensive list; it simply outlines expectations of this role.

This post is subject to an enhanced DBS disclosure. The post holder must be committed to safeguarding the welfare of children.