

JOB DESCRIPTION

POSITION	Head of Design & Technology
SALARY	Teachers' Main Payscale + Mossbourne Main Payscale Allowance £1600 + TLR / UPS + TLR
START DATE	1 st September 2023 [INSET Days 30 th and 31 st August 2023]
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	HoLA Art & Technology , AVP
RESPONSIBLE FOR	Standards and outcomes in the KS4 Design Technology and KS5 Product Design
LOCATION	Mossbourne Community Academy
KEY WORKING RELATIONSHIPS	SLT, ELT, Teachers, Students and Parents

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 consist of four academies: Mossbourne Community Academy (MCA) secondary and sixth form, Mossbourne Victoria Park Academy (MVPA) secondary, Mossbourne Parkside Academy (MPA) and Mossbourne Riverside Academy (MRA) both 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 & practices across the federation, including at board level. We are committed to developing & supporting inclusivity, diversity & 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 pupils 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 pupils, regardless of background or ability, are encouraged to achieve their true potential and the behaviour of our pupils 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 pupil's lives for the better' because that is what we do, year on year.

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

The Art Department

The MCA Art and Technology department is a creative and passionate hub within the academy that cultivates and inspires student creativity. The department achieves exceptional outcomes, and our students go on to study in a variety of creative fields. Our students have a great appetite to explore and participate in a range of extra-curricular enrichment opportunities.

The Learning Area is very well resourced and includes:

- Detailed and fully resourced Schemes of Learning with flexibility to adapt to your specialism.
- Robust monitoring and tracking systems to ensure support and progress for all students.
- Regular and personalised Professional Development for staff including relevant subject specific courses.
- 3 technicians to support with lesson preparation and resourcing.
- MCA Gallery – dedicated mezzanine floor space for the display of student work and mobile photography studio set up.
- Two exceptionally well-equipped DT workshops as well as a CAD/CAM suite including laser cutters, 3D printers and access to a range of specialist computer software.
- Two Art rooms, dedicated 6th Form Studio space, one Textiles classroom.
- Art/Textile area equipped with sewing machines, screen printing, kiln and pottery wheel, digital cameras, visualisers and art book library.
- Fully equipped Food room.
- Access to a computer suite with Graphic Design software.
- Opportunities to engage with the creative industry and higher education through workshops, masterclasses and visits.
- Architecture Bursary programme for budding architects.

Job Summary

The successful applicant will be passionate about Art and Design education and have the drive and ambition to lead and manage a department. They will be well organised, energetic and willing to go the 'extra mile' for our students. They will have a proven track record of successful teaching across different key stages and believe that all students will succeed in their study of both Art and Textiles.

Main Duties & Responsibilities

- Ensuring well planned, well-resourced and well taught D&T and PD lessons take place across all year groups and classes.
- To ensure that homework in D&T/PD is set in accordance with Learning Area policy and work is marked regularly to aid progression, the clear records of attainment are kept, and non-submissions are followed up on.
- Ensuring assessment of student performance in both D&T/PD is regular, rigorous and accurate.
- Analysing performance data and reporting trends in attainment and progress to the HOLA.
- Performance-manage teaching staff in the D&T/PD department.
- To undertake regular observation and provide the feedback to the staff in LA, in line with school guidance and policy.
- To lead the development of schemes of learning.
- To keep abreast of developments in your subject and to ensure that these changes are implemented in lesson delivery and schemes of learning.
- Line-managing a technician within the department.
- Supporting staff in ensuring excellent student behaviour in D&T/PD lessons, including joining parental meetings when appropriate.
- Organising and run enrichment opportunities and support interventions for students within D&T/PD, including the enrichment class programme, trips etc.
- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies.
- To support the Academy as a middle manager supporting other departments and staff when needed.
- To undertake duties as directed and in accordance with Academy expectations, before scheduled and informally.
- To supervise prep and guided reading.
- To be a member of the pastoral team and, if required, a form tutor carrying out the 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

JOB DESCRIPTION

Person Specification				
E Essential Or D Desirable	Requirements	Assessment Criteria		
		Interview	Application Form	Task / Lesson
Experience				
E	Ability to teach Fine Art up to KS5 and Textiles at KS3 and KS4	X	X	X
E	A clear vision of how to expand the Art department	X	X	
E	Ability to reflect on your own, your staff and student performance in lessons and adapt practice accordingly	X	X	
E	Ability to inspire the teachers within your department to go ‘the extra mile’	X		
E	Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students	X		X
E	Effective planning, assessment and record keeping	X	X	X
E	Ability to work independently and as part of a team, contribute to INSETS	X		
E	To develop & maintain positive relationships with all stakeholders	X		
E	Effective classroom management & efficient organisation of resources	X	X	X
Qualifications				
E	A good degree in the subject or a related subject	X		X
E	Qualified Teacher Status (QTS)		X	
IT knowledge				
E	Expert knowledge of the MS Office Applications		X	
D	Ability to swiftly adapt to and utilise new/various systems / software		X	
D	Effective & appropriate use of ICT in lessons & across Learning Area		X	X
Behavioural Competencies				
E	Excellent analytical and communication skills	X	X	X
D	Strategic approach, ability to see the ‘big picture’	X		
E	Commitment to meeting deadlines internally and externally ensuring output consistently is of an exemplary standard	X	X	
E	The upmost integrity and high levels of motivation & commitment.	X		
E	Proactive approach & efficient time management & prioritisation skills	X		
D	The ability to work independently with minimal supervision	X		
E	Genuine interest & passion for the education of young people & the will to contribute to the wider life & community of the Federation	X	X	
Applicable to all staff				
E	Undertake training as required to fulfil the requirements of the role	X	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	X
E	Recognise your role as part of the succession of Mossbourne	X	X	X
E	Play an active role in terms of Safeguarding all students and adults	X	X	X

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