



**MOSSBOURNE
VICTORIA PARK
ACADEMY**

Head of Learning Area for Mathematics
(Extended Leadership Team)
Recruitment pack



Our academy

The Mossbourne story began in 2004 with a clear but challenging mission - to improve academic outcomes in a borough with some of the lowest rates of attainment in the country. Over the past sixteen years, Mossbourne Academies have been at the vanguard of truly dramatic change in terms of the quality of education and outcomes in Hackney, now one of the best places to be educated in the UK.

Mossbourne Victoria Park Academy opened in 2014 in order to serve the community in the south-east of the borough. We deliver an outstanding education to 840 local children.

We are not a normal school. Our incredibly high expectations for behaviour and courtesy create a calm working atmosphere for students and staff, which means that teachers can focus one hundred per-cent on teaching and students have one hundred percent focus on learning.

The Mathematics Learning Area

The Mathematics Learning Area employs ten maths teachers. Responsibility for the learning area is shared between the Head of Learning Area [HOLA], Head of Department, a second in department and several other members of the team. The learning area is well resourced with eight classrooms – with interactive whiteboards, webcams and visualisers. Maths achieved a VA of 0.75 in 2018/2019, but the expectation is that this will increase significantly over the coming years.

The Extended Leadership Team

The Extended Leadership Team (ELT) consists of the Principal, the Vice Principals, the Associate Vice Principals, the Heads of Learning Area and other middle leaders. The ELT support the Principal in both the day-to-day running of the Academy and in shaping the medium and longer-term strategy for maintaining outstanding student outcomes.

The Head of Learning Area Role

We are seeking an outstanding leader who is ready to join the Extended Leadership Team and lead the Learning Area. The Learning Area achieves consistently excellent outcomes and is renowned for its collaborative and friendly staff who are at the forefront of teaching and learning. We are looking for someone with the vision, grit and academic acumen to continue the Learning Area's success.

Why work for us?

The chance to really make a difference to the young people who need it the most

Our students need the best possible teachers as they have to overcome significant disadvantage in order to succeed. 44% of our students are eligible for the pupil premium grant, 20% have a special educational need and 34% have English as an additional language.

Our results put us in the top 75 schools in the country for pupil progress, because we believe all students can succeed and go to great lengths in order to achieve this.

A fantastic working environment

We place ultimate value on respect for staff; behaviour is beyond outstanding, the teacher is sacred. This is a school in which you can really teach.

The school is housed in a beautiful Grade II listed Huguenot building and a purpose built modern one. As you would expect, classrooms are all fully equipped.

A range of benefits and perks— including but not limited to: Season Ticket Loans; Tax free bicycle purchase, Recruitment Applicant Awards; Free staff fitness classes; Corporate gym membership; Tax free child care vouchers; Discounts at local restaurants; Employee Assistant Programme.

Who are we looking for?

You are an experienced teacher of Maths and can show evidence of excellent outcomes (particularly in terms of value added scores) for the students you have been responsible for. You need to have a proven track record of raising attainment in your subject, as well as having had an impact in a department role.

You are an expert in Mathematics, deeply knowledgeable in the subject.

You can communicate this expertise to students through thoughtfully planned lessons and considered feedback.

You have a capacity to lead and inspire a team, to develop your staff and to cope with the pressures of a leadership role in a high-performing organisation.

You believe resolutely in the power of education to change the lives of families and young people, regardless of background or prior educational attainment, and are prepared to go the extra mile to make this belief a reality.

Main areas of responsibility

The post holder's key responsibilities are, but not limited to:

- To join the Extended Leadership Team and ensure outstanding outcomes for students in the Learning Area
- To promote the Academy's ethos of high aspirations and outstanding performance in all areas
- To model, in everything you do, the Academy's values of courtesy, hard work and excellence
- To promote and be committed to the Academy's aims and objectives and to implement Academy policies
- To performance-manage teaching staff within your learning area
- To observe colleagues as part of their performance management and give objective feedback, setting targets where appropriate
- To keep abreast of developments in the curriculum and ensure that these changes are implemented in lesson delivery and schemes of learning
- To undertake duties, including senior duties, as directed and in accordance with Academy expectations
- To attend and support all Academy events, including parents' evenings and results days
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

Person Specification				
		Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	A proven track record of success in middle leadership	✓	✓	
E	Ability to teach your subject at all key stages	✓	✓	✓
E	A track record of supporting staff in improving their practice	✓	✓	
E	A track record of supporting students to achieve superb outcomes in your subject area	✓	✓	✓
E	Ability to reflect on your own and student performance in lessons and adapt practice accordingly	✓		✓
E	Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in practical and written work	✓		✓
E	Effective planning, assessment and record keeping	✓	✓	
E	Ability to work independently and as part of a team, contributing to INSETs		✓	
E	Ability to develop and maintain positive relationships with teachers, support staff and parents	✓		
E	Effective classroom management and	✓	✓	✓
Qualifications				
E	A good degree in a relevant subject	✓	✓	
E	Qualified Teacher Status (QTS)		✓	
IT knowledge				
D	Expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point)		✓	
D	Ability to swiftly adapt to and utilise new/various systems/software		✓	
D	Capable of making effective and appropriate use of ICT in lesson delivery and within the learning area		✓	✓

Behavioural Competencies				
E	Superb communication and interpersonal skills	✓		✓
D	The ability to set, monitor progress towards, and achieve short, medium and long term targets for your area of responsibility	✓	✓	
E	Ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard	✓		
E	The upmost integrity as well as high levels of motivation and commitment.	✓		
E	Proactive approach and efficient time management and prioritisation skills	✓		
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	✓	✓	
Applicable to all staff				
E	Undertake training as required to so in order to fulfil the requirements of the role	✓	✓	✓
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	Play an active role in terms of Safeguarding all students and adults	✓	✓	✓

Application process

Please submit your application through our website:

www.mossbourne.org/vacancies/

The closing date for this vacancy is 30th April 2021

We encourage early applications as we **will interview and may appoint before the closing deadline.**

To discuss this post or to arrange a school visit please contact us on 020 8510 4550 or enquiries@mypa.mossbourne.org

