



**MOSSBOURNE
VICTORIA PARK
ACADEMY**

Learning Support Teacher 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 percent on teaching and students have one hundred percent focus on learning.

The Curriculum Support Department (CSD)

The Curriculum Support Department supports students with a wide range of difficulties including but not limited to: literacy and numeracy difficulties, social, emotional and mental health issues, moderate to severe learning difficulties, Specific Learning Difficulties and Autism Spectrum Conditions. We support these students through a variety of interventions including: LEXIA, Accelerated/Accelerwrite, mentoring, counselling, speech and language therapy, 1:1 support with a specialist teacher, TA support in class and in small groups. The Learning Area is very well resourced and comprises modern classrooms with interactive whiteboard and DVD playing facilities, a therapy room for mentoring and speech and language therapy, a learning centre for students to seek support during break and lunch times, and well-equipped staff offices.

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.

Remuneration

Main Pay Scale and Mossbourne Allowance plus SEN Allowance

A truly supportive culture

We offer opportunities to reflect on and improve your practice.

Who are we looking for?

The successful applicant will be passionate about ensuring that students with additional needs are successful and make outstanding progress within the curriculum. They will be well organised, energetic and willing to go the 'extra mile'. They will hold Qualified Teacher Status (QTS), have a proven track record of successful SEN teaching across different key stages and believe that all students can succeed. This role is suitable for both a primary or secondary qualified teacher, due to the variety of subjects they would be required to teach and the cognitive age of the students.

Main areas of responsibility

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

- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies
- To work with the Head of Learning Area and other staff members to ensure the effective provision of teaching and learning to students with additional needs
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis
- To contribute to the development of differentiated schemes of work across subject areas
- To set homework in accordance with Learning Area policy and to mark work regularly to aid progression, keep clear records of attainment and follow up on non-submission
- To keep abreast of developments in special educational needs and ensure that these changes are implemented in lesson delivery and schemes of work
- To organise and run enrichment opportunities and support interventions for students with additional needs, including the extension class programme, trips etc.
- To undertake duties as directed and in accordance with Academy expectations
- To supervise literacy interventions, 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.

Person Specification				
Essential [E] or Desirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	Ability to teach a variety of subjects including English and Maths to a nurture group of student with academic levels of 3A and below	✓	✓	✓
E	Knowledge and understanding of how students with additional needs learn	✓	✓	✓
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 the class	✓		✓
E	Effective planning, assessment and record keeping	✓	✓	
E	Ability to work independently and as part of a team, contributing to CSD and whole school INSETs		✓	
E	Ability to develop and maintain positive relationships with students, teachers, support staff and parents	✓		
E	Effective classroom management and efficient organisation of resources	✓	✓	✓
Qualifications				
E	A good degree	✓		✓
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	Excellent analytical and multi-dimensional communication skills	✓		✓
D	Strategic approach, ability to see the 'big picture' and also think 'outside of the box'	✓		
E	Ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard	✓		
D	Be an integral member of the Curriculum Support Department with the initiative to work independently with minimal supervision	✓		

E	Must have 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 24th May 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@mvp.mossbourne.org

