

<b>Job Title:</b>	Second in Charge of Religious Studies	<b>Salary:</b>	Main Scale + £1600 Mossbourne Allowance + TLR	<b>Contract Term:</b>	Permanent
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<b>Responsible to:</b>	Head of Humanities Learning Area	<b>Responsible for:</b>	N/A
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#### **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 Mossbourne 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 Community Academy**

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.

#### **The Humanities Learning area**

The Humanities Learning Area includes the subjects History, Geography, Religious Studies, Sociology and Psychology. The Humanities Learning Area also has responsibility for the delivery of PSHE and Citizenship to our students. There are currently twenty Humanities teachers working within the Humanities Learning Area at Mossbourne. The Head of Learning Area oversees management of all staff as well as curriculum and discipline issues within all the humanities subjects. In addition, we have teachers in charge of Religious Studies, History, Geography, Psychology/Sociology. The Learning Area is extremely well resourced with six fully-equipped classrooms, each with an interactive whiteboard and DVD-playing facilities. The ground floor of the Humanities Learning Area contains thirty computers where classes can be taught and where students can work at break and at lunch times.

### The Role

The successful applicant will be passionate about Religious Studies. They will be well organised, energetic and willing to go the 'extra mile' and will be focussed on the attainment of all pupils. They will be instrumental in ensuring that outstanding teaching and learning is maintained in the department and will work closely with the Head of Department to deliver this. They will share in the vision that educational excellence is for all and will be instrumental in not only maintaining the department's high standards of teaching and learning, but will also be willing to play a significant role in developing the Religious Studies department further. They will hold Qualified Teacher Status (QTS), and may be starting out as an NQT, or have a proven track record of successful Religious Studies teaching across all key stages.

### Key Accountabilities

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

- To promote and be committed to the Academy's aims and objectives and to implement Academy Policies
- To work with the Head of Religious Studies, Head of Learning Area, and other staff members to ensure effective provision of teaching and learning of Religious Studies
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis
- To contribute to the development of schemes of work for relevant key stages
- To set homework in accordance with Learning Area policy and to mark work regularly to aid progression, keeping clear records of attainment and following up on non-submission
- To keep abreast of developments in Religious Studies and ensure that these changes are implemented in lesson delivery and schemes of work
- To organise and run enrichment opportunities and support interventions for pupils within Religious Studies including extension classes, G&T sessions, trips etc.
- To supervise prep and guided reading
- To undertake duties as directed and in accordance with Academy expectations
- 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.

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.

Person Specification				
Essential [E] or Desirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	<ul style="list-style-type: none"><li>ability to teach Religious Studies across key stages 3, 4 and 5.</li></ul>	✓	✓	✓
E	<ul style="list-style-type: none"><li>knowledge and understanding of how students learn</li></ul>	✓	✓	✓
E	<ul style="list-style-type: none"><li>ability to reflect on your own and student performance in lessons and adapt practice accordingly</li></ul>	✓		✓
E	<ul style="list-style-type: none"><li>ability to select and devise appropriate teaching methods and resources to meet the differing needs of students</li></ul>	✓		✓
E	<ul style="list-style-type: none"><li>effective planning, assessment and record keeping</li></ul>	✓	✓	
E	<ul style="list-style-type: none"><li>ability to work independently and as part of a team, contributing to INSETs</li></ul>		✓	
E	<ul style="list-style-type: none"><li>ability to develop and maintain positive relationships with teachers, support staff and parents</li></ul>	✓		
E	<ul style="list-style-type: none"><li>effective classroom management and efficient organisation of resources</li></ul>	✓	✓	✓
Qualifications				
E	<ul style="list-style-type: none"><li>a good degree in an appropriate subject (Religious Studies or similar)</li></ul>	✓		✓
E	<ul style="list-style-type: none"><li>Qualified Teacher Status (QTS)</li></ul>		✓	
IT knowledge				
D	<ul style="list-style-type: none"><li>expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point)</li></ul>		✓	
D	<ul style="list-style-type: none"><li>ability to swiftly adapt to and utilise new/various systems/software</li></ul>		✓	
D	<ul style="list-style-type: none"><li>capable of making effective and appropriate use of ICT in lesson delivery and within the learning area</li></ul>		✓	✓
Behavioural Competencies				
E	<ul style="list-style-type: none"><li>excellent analytical and multi-dimensional communication skills</li></ul>	✓		✓

<b>D</b>	<ul style="list-style-type: none"> <li>strategic approach, ability to see the 'big picture' and also think 'outside of the box'</li> </ul>	✓		
<b>E</b>	<ul style="list-style-type: none"> <li>ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard</li> </ul>	✓		
<b>D</b>	<ul style="list-style-type: none"> <li>the initiative to work independently with minimal supervision</li> </ul>	✓		
<b>E</b>	<ul style="list-style-type: none"> <li>must have the upmost integrity as well as high levels of motivation and commitment.</li> </ul>	✓		
<b>E</b>	<ul style="list-style-type: none"> <li>proactive approach and efficient time management and prioritisation skills</li> </ul>	✓		
<b>E</b>	<ul style="list-style-type: none"> <li>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</li> </ul>	✓	✓	
<b>Applicable to all staff</b>				
<b>E</b>	<ul style="list-style-type: none"> <li>undertake training as required to so in order to fulfil the requirements of the role</li> </ul>	✓	✓	✓
<b>E</b>	<ul style="list-style-type: none"> <li>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</li> </ul>	✓	✓	✓
<b>E</b>	<ul style="list-style-type: none"> <li>play an active role in terms of Safeguarding all students and adults</li> </ul>	✓	✓	✓

***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.***