

POSITION	Second in Charge of Science
SALARY	Teachers' Main Payscale + Mossbourne Main Payscale Allowance £1600 + TLR / UPS + TLR
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	HOLA Science
RESPONSIBLE FOR	N/A
LOCATION	Mossbourne Community Academy
KEY WORKING RELATIONSHIPS	SLT, ELT, Teachers, Pupils 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 pupils, then read on!

The Science Department

The Science Learning Area includes departments for KS3 science, biology, chemistry, physics and vocational science. Working in a high performing team with brilliant pupils makes Mossbourne an extremely rewarding place to teach.

The Learning Area is also the home of the sixth form Medical Bursary Programme. A unique programme which supports pupils to access degrees in medicine and veterinary science. The programme equips pupils with the skill and experience required for success in a competitive field. A significant number of alumni have embarked upon a career in medicine.

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

In 2022, we achieved outstanding results. Highlights at GCSE include 73% (biology), 57% (chemistry) and 66% (physics). At A level our A*-A was 73% (biology), 59% (chemistry) and 70% (physics). Our pupils went on to study a range of degrees at Russel Group universities. These included 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 science practitioner and leader who has the ambition and drive to excel in a high performing team. The successful applicant will have high expectations of what every pupil can achieve. They will have excellent subject knowledge and be passionate about education.

They will be well organised and willing to go the 'extra mile'. They will be an aspiring middle leader and ready to deputise for the Head of Learning Area when necessary.

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 science.

Main Duties & Responsibilities

To work with the Head of Learning Area to ensure the effective provision of science teaching and learning throughout all years and to take on an active role in leading within the department. Responsibilities include, but are not limited to:

- To deputise for the Head of Learning area when necessary.
- Co-ordinate, oversee and contribute to the development of schemes of work liaising with the Key Stage coordinators.
- To work with the Head of Learning Area to ensure effective provision of teaching and learning of science.
- To observe colleagues on a regular basis and provide quality feedback, setting targets for improvement and follow up where appropriate.
- To support science teachers in their drive to become outstanding practitioners, through lesson observations, paired planning and departmental INSET.
- To participate in training, monitoring and mentoring of NQTs and Schools Direct trainees and the mentors that support these members of staff.
- To contribute to the planning, development and delivery of training and INSET within the Science Department.
- To take on a lead role in ensuring outstanding behaviour is upheld in the Science Learning Area.
- To train teachers on the use of data and how to use it effectively across the Learning Area.
- To have an overview of progress and attainment of pupils across all Key Stages.
- To be a member of the pastoral team & 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

Person Specification			
E Essential Or D Desirable	Requirements	Assessment Criteria	
		Interview	Application Form
Experience			
E	Ability to teach science to KS4	X	X
E	knowledge and understanding of how pupils learn science	X	X
E	Ability to monitor and report pupil attainment across all Key Stages	X	X
E	Training, monitoring and mentoring ECTs and Schools Direct trainee teachers	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	Capable of up skilling teachers on the use of data and how to use it effectively across the learning area	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 science or a related subject	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	The drive to deputise for the HOLA when necessary	X	X



**M O S S B O U R N E
F E D E R A T I O N**

JOB DESCRIPTION

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

*Mossbourne Federation reserves the right to modify this job description to ensure the needs of the Federation & pupils 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.*