



# Working For Us

[www.mossbourne.org](http://www.mossbourne.org)



Mossbourne  
Federation

# Welcome from the CEO

Dear Candidate,

Thank you for your interest in Mossbourne Federation. We are delighted to have the opportunity to share more about our organisation's values, culture, and opportunities.

**Our mission is to change children's lives for the better by creating an environment where learning is the norm.**

The Mossbourne Federation is a network of seven academies (three primaries, four secondaries) and two Sixth Forms, located in Hackney, London and Thurrock, Essex. Our schools set the standard for all-through education from Early Years to Post-16.

Mossbourne was built on the belief that 'okay' is never good enough. Our sponsor, the late Sir Clive Bourne, believed that high standards and expectations in education could empower all children and young people to achieve. This is the essence of the Mossbourne Mindset that drives us to be the best we can be.

Our Academies are diverse, stimulating and highly aspirational places to work and study, staffed by ambitious professionals focused on achieving the best outcomes for our students. We have always made it clear that alongside academic success, the qualities and attitudes Mossbourne students carry into the world after their final exams are equally important.

We look forward to achieving great things together as we continue to support the children in all our schools to fulfil their true potential.

We look forward to receiving your application – and good luck!

Peter Hughes,  
CEO Mossbourne Federation





# Our Academies

*“The deliberate focus on making sure that pupils’ behaviour is impeccable is fundamental to the academy’s success. It underpins the extremely well-planned curriculum, the excellent atmosphere in lessons and the single-minded attention to learning.”*

Ofsted  
Mossbourne Community Academy



Mossbourne  
Herd Lane  
Academy

## Mossbourne Herd Lane Academy

2-11 years

Mossbourne Herd Lane Academy is a ‘Good’ school with a proud history at the heart of a thriving community. Many pupils’ families and even staff were former students.

The academy strives for every child to “Be the Best that they Can Be” through an ambitious, inclusive curriculum. The highly experienced and dedicated staff ensure excellent outcomes alongside preparation for secondary school and beyond. Specialist provision for speech and language and a full-range of extra-curricular opportunities are integral to the academy’s offer.



Mossbourne  
Parkside  
Academy

## Mossbourne Parkside Academy

3-11 years

Since joining the Mossbourne Federation in 2015, Mossbourne Parkside Academy has been transformed, achieving its first-ever ‘Good’ Ofsted rating in 2021. Housed in a beautiful Grade II listed building in the heart of Hackney, MPA provides a carefully planned curriculum that nurtures pupils’ development, empowering them with the knowledge, skills and confidence to thrive in secondary school and beyond.



Mossbourne  
Riverside  
Academy

## Mossbourne Riverside Academy

4-11 years

Mossbourne Riverside Academy is an ‘Outstanding’ primary academy which opened in 2016 on the thriving Queen Elizabeth Olympic Park. Built in partnership with Avanti Architects, MRA is a bright, modern building with plenty of space and light. The calm working atmosphere at MRA supports the delivery of a transformational education that produces high-achieving pupils ready for the next stage of their education.



## Mossbourne Community Academy

### Mossbourne Community Academy

11-18 years

Mossbourne Community Academy opened its doors in 2004 as one of the country's first academies. As the original Mossbourne academy, MCA redefined expectations of what it is possible to achieve at a non-selective inner-city academy. With consistently exceptional exam results and two consecutive 'Outstanding' Ofsted judgements, MCA is widely regarded as one of the best secondary academies in the country. Mossbourne Community Academy also has one of the most successful Sixth Forms in London, with over 80% of Mossbournian Sixth Formers achieving A\*-B in their A Level exams, and every year 5-10% are offered places at Oxford and Cambridge.



## Mossbourne Fobbing Academy

### Mossbourne Fobbing Academy

11-18 years

Mossbourne Fobbing Academy has a rich history of excellence in academic, artistic and sporting endeavours. Located in Corringham, Essex, the academy is rapidly improving after a period of underperformance. Its dynamic leaders and teachers are transforming the academy with high expectations and a calm learning environment, fast re-establishing its reputation for excellence. Students benefit from specialisms in the arts alongside a rigorous, challenging academic curriculum from Key Stage 3 through to Key Stage 5.



## Mossbourne Port Side Academy

### Mossbourne Port Side Academy

11-16 years

Mossbourne Port Side Academy is a secondary school in Stanford-le-Hope, Thurrock, near the historic port of Tilbury. Currently on a journey of improvement, the Academy is driven by a dedicated team committed to academic excellence, high aspirations, and rich personal development. With expansive grounds, excellent facilities, and well-established co-curricular enrichment programmes, the Academy provides a well-rounded education. As one of the smaller secondary schools in the area, it fosters strong staff-student relationships, ensuring tailored support that empowers every student to reach their full potential.



## Mossbourne Victoria Park Academy

### Mossbourne Victoria Park Academy

11-16 years

Mossbourne Victoria Park Academy is an 'Outstanding' academy based in South Hackney. The academy, which opened in 2014, is situated in a former French Huguenot Hospital which first opened in 1865. High standards and enriching character development opportunities support students to become confident, successful young adults prepared for the challenges of their next steps.



## Mossbourne Sixth Form Hackney

### Mossbourne Sixth Form, Hackney

16-18 years

Our Sixth Form in Hackney has its own distinct identity but is fully integrated into Mossbourne Community Academy. Mossbourne Sixth Form, Hackney, provides a dynamic and supportive environment where exceptional teaching, a wide range of A-level subjects, and bespoke enrichment programmes prepare students for top universities and careers. With a wealth of academic and extracurricular opportunities, over 80% achieve A\*-B grades, and 5-10% secure Oxbridge offers. Modern facilities, greater student freedoms, and a strong support network ensure a challenging yet rewarding Sixth Form experience.



## Mossbourne Sixth Form Thurrock

### Mossbourne Sixth Form, Thurrock

16-18 years

Our Sixth Form in Thurrock, based at Mossbourne Fobbing Academy, is a vibrant community with a strong focus on the arts and humanities, alongside a full range of other subjects. Students benefit from expert teaching, diverse A-level options, and enriching programmes that inspire creativity and intellectual growth. With dedicated support throughout their studies, students are encouraged to follow their academic passions and gain the skills needed for success at top universities and in their future careers. Modern facilities and a nurturing environment ensure every student has the opportunity to thrive.

## Driving Success: Our Values

We work tirelessly to ensure that every student, teacher and member of staff fulfils their potential. Our shared commitment to Federation values drives our continuous improvement.

# Excellence

*We do everything to the best of our ability. Always.*

# Unity

*We work together towards our goals with integrity.*

# No excuses

*We believe that anything is possible.*



*“Staff morale is high. They value the ‘open-door culture’ of leadership, whereby they invite each other and leaders to offer guidance to further improve their practice.”*

Ofsted  
Mossbourne Riverside Academy

# The Mossbourne Co-Curriculum

*No barriers,  
no limits.*

At Mossbourne, we believe in inspiring our children to achieve their full potential in every aspect of their lives. We want them to know that **nothing is impossible**.

We're committed to breaking down barriers. That means that our co-curriculum is available to all students at no cost. We're investing in our children's talents and their futures so that every child knows there are no limits to what they can achieve.

## Mossbourne Medicine

The Mossbourne Medicine Programme comprises of two main components:

- Medical Society (MedSoc): an internal outreach initiative that introduces Year 7-11 students to diverse healthcare career paths. Activities include the UK's first school-based NHS Cadets course.
- Medicine Bursary: available to selected Sixth Form students, this programme helps young people prepare for applying to study Medicine, Dentistry, or Veterinary Science at university. Bursary activities include discussions with healthcare professionals, group projects, simulated medical scenarios, work experience, first aid training, and expert support during the application process.

## Mossbourne Combined Cadet Force

Through our partnership with the Honourable Artillery Company, we offer fully-funded access to the Combined Cadet Force (CCF) for all students in Year 8 and above. CCF activities help to develop key skills such as team-work, confidence, respect and resilience which align strongly with our ethos at Mossbourne. CCF offers students the opportunity to participate in parades, excursions and camps, and the chance to meet new people and learn skills beyond the classroom.

## Mossbourne Architecture and the Built Environment Programme

Mossbourne students have access to our Architecture Programme, preparing them for careers related to the built environment, architecture and structural engineering. From establishing foundations in technical drawing and model-making to creating portfolios and securing work experience, Mossbourne students today are able to see themselves as the architects and engineers of tomorrow.

## Mossbourne Music

Mossbourne offers a vibrant musical environment for young musicians to express themselves. We offer subsidised instrumental music lessons, and foster creativity and talent. Throughout the year, our students participate in diverse performances, showcasing their skills in orchestras, choirs, jazz ensembles, and more. The annual Federation Concert brings together students from all Mossbourne academies to celebrate their musical achievements.

## Mossbourne Rowing

Mossbourne's Rowing Programme is unique in the country—it provides both broad access and high-performance training free of charge, empowering students to train and compete in one of the most elite sports in the UK. Rowing goes beyond physical fitness; it cultivates teamwork, discipline, focus and resilience. Our rowers take part in both indoor and on-water training sessions, emphasising technique, fitness and individual athlete development, whilst taking part in prestigious regattas and working towards competing at the British Junior Trials.

Past Mossbourne rowers have competed in competitions such as Under 18 British Championships, World Indoor Rowing Championships and gone on to win scholarships to top universities in America. We're confident that the Mossbourne rowers of today can be the rowing champions of tomorrow.

## The Mossbourne mindset

At Mossbourne, we don't shy away from the 'elephant in the room'. We are unapologetic about our high standards and high expectations of everyone in our community.

We are single-minded in our mission to change children's lives for the better by creating environments where learning is the norm.

To provide an exceptional education, we need exceptional staff. We can develop and support you to become the best you can be. You just need to bring the right mindset.

**The Mossbourne Mindset** is what keeps us working together to be truly exceptional.

- We never stand still. We are always improving.
- We don't accept 'good enough'. We try our best – no excuses.
- We bring out the best in each other.
- We never place limitations on what we can achieve.
- We are defined not by where we come from, but by where we are going.

*“The things we look for in our staff are often the things that we can't train someone to have. A person needs to have intellect, be aligned to the mission, and be someone who is constantly striving to do things better.”*

Peter Hughes, CEO  
Mossbourne Federation

# Working for the Mossbourne Federation



## Working in Hackney

Our academies are based in one of the capital's fastest-growing and most diverse areas within the metropolitan borough of Hackney.

Hackney attracts people from all over the world with its creativity and vibrant urban life. It's the kaleidoscopic mix of innovative business, alternative entertainment and a wide range of restaurants that makes Hackney so appealing.

We are easy to get to from all parts of London. Major routes connect us to North, East, West and South London on the overground network, providing a no-fuss commute for colleagues living in other London boroughs.

*“The difference between a good school and a great school is the people. At Mossbourne, we have created a culture that places relationships at its heart.”*

Peter Hughes, CEO  
Mossbourne Federation

## Working in Thurrock

Thurrock is a thriving community that offers many benefits for those working in our academies. The area boasts good transport connectivity links to London and the M25 motorway, as well as other parts of the South East of England. The Port of London Gateway in Stanford-le-Hope is the UK's largest and most integrated logistics facility, featuring a rail terminal and logistic park alongside a container port handling over 2 million units per year. The Port of Tilbury is a major hub for cargo, cruise, and logistics, handling a wide variety of goods including grain, paper, forest products, and containers. Combined, these ports offer numerous opportunities in employment, trade, logistics, and construction, bringing investment to the area.

Officially part of the London 'fringe', Thurrock is a great place to live and work. It is home to the Lakeside Shopping Centre, which has over 245 retail shops, dining, entertainment, and play areas, as well as free parking. The area offers relatively affordable housing and a diverse population living across its towns and villages. Thurrock has more than 18 miles of beautiful riverfront, rich with open green spaces, scenic countryside, and wild riverside walks. The borough is proud of its rich heritage and growing cultural scene. The area has a Greengrid Strategy to create a network of green spaces that connect the towns and countryside.



# Staff Benefits

**Mossbourne's impressive range of benefits includes:**

## Professional Development

**FedCon:** A Federation Conference each academic year to promote collaborative working across the Federation.

**CPD Sessions:** Providing staff with 'little and often' training opportunities after the school day.

**Performance Management Day:** A day every academic year for staff to plan their career goals and progression within the Federation.

**Career Progression:** Our bespoke CPD calendar features localised training, coaching and mentoring opportunities, ring-fenced time for goal setting and review, a progressive online development portal and support from a dedicated HR team and training budget. We offer trainee leadership roles, internal promotions and secondments across the Federation to support professional growth.

**INSET Days:** Eight INSET days every academic year.

## Mossbourne Culture

Our academies foster friendly, calm and focused working environments by promoting a culture of politeness and diligence among our students. We strive to create conditions where our staff can work 'smarter not harder', by continuing to invest in digital transformation and new technology and by organising our ways of working to ensure employees are well supported at work and outside it.

**Hybrid Working:** Our fixed hybrid approach strikes a balance between on-site and remote work. Subject to operational needs, we allow teachers to choose where and how they work for certain non-contact time with students. In our secondary academies, student timetables finish at lunchtime on Fridays and staff can decide where they work to do their preparation, marking and assessment after that time. Our primary teachers have similar flexibility to take their PPA time off-site, with ring-fenced mornings or afternoons timetabled each week.

Our Central Services teams have a fixed hybrid approach, ensuring that their high-quality service to academies is never interrupted, but allowing remote working on negotiated days of the week. They also have an enhanced annual leave entitlement with 3 additional weeks offered (over and above a contractual 5 weeks leave), to be taken in term breaks.

**Summer Exam Period:** In our secondary academies, timetables are suspended for the last two weeks of the summer term to allow all students to undertake formal examinations in their subjects.

## Wellbeing & Leisure

**Marking, Moderation and Data Week:** This occurs in the last week of the summer term. Secondary students do not attend school and staff are given the time to mark, moderate, analyse and record student data. For primary colleagues, this time is split throughout the year.

**Flexible Working:** We support staff to explore flexible working, part-time working or other bespoke arrangements.

**Celebrating Success:** We recognise staff who go the extra mile; it is part of our DNA. We offer awards through a peer and leader-nominated 'shout out' scheme, appreciation events, well-being events and celebrations.

**Special Leave:** Special parental leave, part-paid paternity leave and enhancements to maternity leave are offered as well as a day available each year that staff can pre-book for special occasions. We believe in meeting our staff where they are, supporting exam leave, sabbatical leave and other personal requirements.

**Employee Referral Scheme:** our people promote our culture best. We pay a referral fee when a staff member recommends someone who goes on to be successfully appointed into a shortage role.

**Amenities:** Complimentary tea and coffee stations are offered at staff bases across Mossbourne academies and refreshments are provided for staff meetings and events throughout the year.

**Free Healthcare Provision:** Access to fully-paid membership of an award-winning private healthcare provider to provide additional support. Access to a range of services, including 24/7 GP and mental health helplines, physiotherapy, medical diagnostics and treatment, cancer support, wellness courses, articles, and webinars.

**Confidential Employee Support:** Confidential mental health, wellbeing and financial support, plus dedicated mental health and wellbeing leads.

**Better Gym Membership Discount:** Discounted local or UK-wide gym membership paid in monthly instalments.

**Cycle to Work Scheme:** Loans to purchase a bicycle, payable in monthly instalments.

**Free Staff Fitness:** Free weekly circuit training sessions and yoga are offered at our secondary sites, with qualified trainers. Suitable for any fitness levels.

**Other Benefits**

**Local Discounts:** Discounts at a range of local shops, cafés, and restaurants.

**National Discounts:** Our Benenden health provider offers access to a range of retail benefits, such as discounts on shopping, holidays, family days out, attraction tickets, and appliances.

**Extra payments:**

**Marking & Revision:** We offer payments for staff who go the extra mile, for things such as running Saturday school. We offer direct payments for exam marking, in addition to payments that teachers receive from exam boards.

**Mainscale teachers:** mainscale teachers receive an additional monthly payment known as the ‘Mossbourne allowance’.



*“Staff are well supported by leaders and have access to a wide range of high-quality professional development opportunities.”*

Ofsted  
Mossbourne Victoria Park Academy

# Application Process

At Mossbourne, we know diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. We do not discriminate in recruitment or during employment based on any protected characteristic or aspect of individual identity. We have committed to becoming an Anti-Racist organisation and we welcome individuals with the ethos and energy to help us achieve this goal.

**Completing Your Application**

Complete all standard information on the application form and submit a supporting statement outlining your suitability for the role.

**Selection Procedure**

Shortlisted candidates will be invited to complete proficiency assessments and interview with a panel.

**Discussion & Visits**

Confidential and informal discussions with our team are welcomed. We offer site visits so that you can observe what makes Mossbourne the wonderful learning environment that we are so proud of. Please arrange a suitable time through our HR team at [recruitment@mossbourne.org](mailto:recruitment@mossbourne.org).

**References**

References will be sought immediately after shortlisting. Please ensure that referees are warned of the need to respond within the timescale set. In all cases, at least one professional reference is required. The post will be offered subject to satisfactory completion of pre-employment checks.

**Get in Touch**

Candidates are welcome to get in touch with us with any questions they may have during the process.

**We wish you the best of luck with your application and look forward to hearing from you.**

**Mossbourne Federation**

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