

JOB DESCRIPTION

POSITION	Teacher of English
SALARY	Teachers' Main Payscale + Mossbourne Main Payscale Allowance £1600 / UPS
START DATE	Immediate Start / Negotiable
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	HOLA English
RESPONSIBLE FOR	N/A
LOCATION	Mossbourne Community Academy
KEY WORKING RELATIONSHIPS	SLT link, ELT, Teachers, Students 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. In 2023, Mossbourne Community Academy was named the top comprehensive school in London in The Sunday Times 'Good Schools Guide', the 5th most oversubscribed school in England and the most oversubscribed school in London. Such recognition is testament to the pride, hard work and dedication of our staff body, pupils and parents.

If you want to be part of the team that is improving the future of our students, then read on!

The English Department

English teachers at Mossbourne Community Academy (MCA) are passionate about their subject and have a strong commitment to engender a love of English in our students. Responsibility for the learning area, which currently consists of 17 teaching staff, is shared between the Head of Learning Area (HoLA), a second in charge and several other Key-Stage Leads. We are in the top 2% of English departments in the country, which is testament to the huge amount of time and energy that goes into planning and delivering outstanding lessons that engage and inspire our students. GCSE outcomes place the department amongst the highest performing schools, both state and independent, in the country, year on year, and our A Level outcomes are significantly above local and national average. If you are similarly passionate about English and the challenge of ensuring all students fulfil their potential, then we would love to hear from you.

Job Summary

The successful applicant will be passionate about teaching English and about developing students as curious learners who will become fluent in the technical complexities of English grammar, spelling and vocabulary. They will inspire students to appreciate the richness and diversity of our language and its history. They will be well organised and willing to go the 'extra mile'. They will hold Qualified Teacher Status (QTS), have a proven track record of successful English teaching across different key stages and believe that all students can succeed in English language and literature.

Main Duties & Responsibilities

The post holder's 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 in English
- To plan and deliver high-quality, engaging and differentiated lessons that ensure progress for all students on a day-to-day basis
- To contribute to the development of Schemes of Learning
- 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 English and literacy teaching and pedagogy, and ensure that these changes are implemented in lesson delivery and Schemes of Learning
- To organise and run enrichment opportunities and support interventions for students within English, including Enrichment programmes, interventions, trips, etc.
- To undertake duties as directed and in accordance with Academy expectations
- To supervise Prep and Guided Reading
- 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

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Person Specification				
Essential or Desirable	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	ability to teach English at KS3, KS4 and KS5	X	X	X
E	knowledge and understanding of how students learn English	X	X	X
E	ability to reflect on your own and student performance in lessons and adapt practice accordingly	X		X
E	ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in reading, writing, speaking and listening	X		X
E	effective planning, assessment and record keeping	X	X	
E	ability to work independently and part of a team, contributing to department and whole school INSET		X	
E	ability to develop and maintain positive relationships with teachers, support staff and parents	X		
E	effective classroom management and efficient organisation of resources	X	X	X
Qualifications				
E	a good English based degree	X		X
E	Qualified Teacher Status (QTS)		X	
IT knowledge				
D	expert 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	X
Behavioural Competencies				
E	excellent analytical & multi-dimensional communication skills	X		X
D	strategic approach, ability to see the 'big picture' and also think 'outside of the box'	X		
E	ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard	X		
D	the initiative to work independently with minimal supervision	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	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	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	X
E	recognise your role as part of the succession of Mossbourne	X	X	X
E	play an active role in terms of Safeguarding all students and adults	X	X	X

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