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|-------------------|--------------------|----------------|----------------------------------------------|-----------------------|-----------|
| <b>Job Title:</b> | Teacher of English | <b>Salary:</b> | Main Pay scale + £1,600 Mossbourne Allowance | <b>Contract Term:</b> | Permanent |
|-------------------|--------------------|----------------|----------------------------------------------|-----------------------|-----------|

|                        |                                   |                         |     |
|------------------------|-----------------------------------|-------------------------|-----|
| <b>Responsible to:</b> | Head of Learning Area for English | <b>Responsible for:</b> | N/A |
|------------------------|-----------------------------------|-------------------------|-----|

### **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 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 Federation.

The Mossbourne Federation comprises four academies: Mossbourne Community Academy (secondary and 6<sup>th</sup> Form), Mossbourne Victoria Park Academy (secondary), Mossbourne Parkside Academy (primary) and Mossbourne Riverside Academy (primary).

### **Mossbourne Community Academy**

The federation's flagship school Mossbourne Community Academy (MCA) is built on high expectations, and doing right by the students 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, achieving recognition nationally for setting a new benchmark for non-selective comprehensive education. All students regardless of background or ability are encouraged to achieve and fulfil their true potential. With outstanding GCSE and A-level results Mossbourne Community Academy is placed in the top 1% of schools in the country furthermore 86% of MCA students achieve 5, A\*-C GCSE including English Language and Mathematics.

### **The English Department**

Students study English Language and Literature from Year 7. Our teachers are passionate about delivering outstanding lessons and instilling a passion for reading amongst our students, whilst developing them as effective readers, writers and communicators. It is an extremely exciting place to teach English.

The Learning Area is very well resourced and comprises:

- Detailed and fully resourced Schemes of Learning
- Rigorous monitoring and tracking systems to ensure progress for all students
- Regular and personalised Professional Development for staff
- Interactive equipment to maximise outstanding teaching and learning opportunities
- Opportunities to promote reading for pleasure and debating through trips and visits

### **The English Teacher Role**

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.

### **Key Accountabilities**

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 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<br>or<br>Desirable | Requirements                                                                                                                                                | Assessment Criteria |                     |                  |
|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|------------------|
|                              |                                                                                                                                                             | Interview           | Application<br>form | Task<br>(lesson) |
| Experience                   |                                                                                                                                                             |                     |                     |                  |
| E                            | ability to teach English at KS3, KS4 and KS5                                                                                                                | ✓                   | ✓                   | ✓                |
| E                            | knowledge and understanding of how students learn English                                                                                                   | ✓                   | ✓                   | ✓                |
| 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 reading, writing, speaking and listening | ✓                   |                     | ✓                |
| E                            | effective planning, assessment and record keeping                                                                                                           | ✓                   | ✓                   |                  |
| E                            | ability to work independently and part of a team, contributing to department and whole school INSET                                                         |                     | ✓                   |                  |
| E                            | ability to develop and maintain positive relationships with teachers, support staff and parents                                                             | ✓                   |                     |                  |
| E                            | effective classroom management and efficient organisation of resources                                                                                      | ✓                   | ✓                   | ✓                |
| Qualifications               |                                                                                                                                                             |                     |                     |                  |
| E                            | a good English based 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 & 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                            | 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                                                                                                                                                                    |   |   |   |
| <b>Applicable to all staff</b> |                                                                                                                                                                                                    |   |   |   |
| <b>E</b>                       | undertake training as required to so in order to fulfil the requirements of the role                                                                                                               | ✓ | ✓ | ✓ |
| <b>E</b>                       | 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 | ✓ | ✓ | ✓ |
| <b>E</b>                       | recognise your role as part of the succession of Mossbourne                                                                                                                                        | ✓ | ✓ | ✓ |
| <b>E</b>                       | play an active role in terms of Safeguarding all students and adults                                                                                                                               | ✓ | ✓ | ✓ |

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. The post holder must be committed to safeguarding the welfare of children.