



Mossbourne Federation

JOB DESCRIPTION

POSITION	Teacher of Religious Studies
SALARY	Teacher main pay scale + Mossbourne main pay scale Allowance £1,600/ UPS
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	Head of Learning Area for Humanities
RESPONSIBLE FOR	Religious Studies
LOCATION	Mossbourne Community Academy
KEY WORKING RELATIONSHIPS	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 consists of seven academies in both East London and Thurrock: Mossbourne Community Academy (MCA) secondary and sixth form, Mossbourne Victoria Park Academy (MVPA) secondary, Mossbourne Fobbing Academy (MFA) secondary and sixth form, Mossbourne Port Side Academy (MPSA) secondary, Mossbourne Parkside Academy (MPA). Mossbourne Herd Lane (MHA), and Mossbourne Riverside Academy (MRA) all 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 students 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 students, regardless of background or ability, are encouraged to achieve their true potential and the behaviour of our students 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 student'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, students and parents.

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



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The Humanities Department

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. 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 fully equipped classrooms, each with an interactive whiteboard and DVD-playing facilities.

JOB SUMMARY

The successful applicant will be passionate about religious studies education. 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 teaching across different key stages and believe that all students can succeed in religious studies. As a teacher at Mossbourne, you will receive guidance, support and a CPD package that is both rigorous and effective; you will work alongside outstanding practitioners who share a vision to always succeed.

Main Duties & Responsibilities

- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies.
- To work with the Head of Religious Studies and Head of Learning Area to ensure the effective provision of religious studies and learning throughout KS3-KS5.
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis.
- 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 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 students within Religious Studies, including the extension class programme, G&T sessions, 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.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations



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Person Specification				
E Essential Or D Desirable	Requirements	Assessment Criteria		
		Interview	Application Form	Task / Lesson
Experience				
E	Ability to teach religious studies at KS4	X	X	X
E	Knowledge and understanding of how students learn religious studies	X	X	X
E	Ability to reflect on your own and student performance in lessons and adapt practice accordingly	X		
E	Ability to select appropriate teaching methods and resources to meet the differing needs of students	X		X
E	Effective planning, assessment and record keeping	X	X	
E	Ability to work independently and as part of a team, contribute to INSETS		X	
E	To develop & maintain positive relationships with all stakeholders	X		
E	Effective classroom management & efficient organisation of resources	X	X	X
Qualifications				
E	A good degree in the subject or a related subject	X		X
E	Qualified Teacher Status (QTS)		X	
IT knowledge				
D	Strong working knowledge of the MS Office Applications		X	
D	Ability to swiftly adapt to and utilise new/various systems / software		X	
D	Effective & appropriate use of ICT in lessons & across Learning Area		X	X
Behavioural Competencies				
E	Excellent analytical and communication skills	X		X
D	Strategic approach, ability to see the 'big picture'	X		
E	Commitment to meeting deadlines internally and externally ensuring output consistently is of an exemplary standard	X		
E	The upmost integrity and high levels of motivation & commitment.	X		
E	Proactive approach & efficient time management & prioritisation skills	X		
E	Genuine interest & passion for the education of young people & the will to contribute to the wider life & community of the Federation	X	X	
Applicable to all staff				
E	Undertake training as required 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. 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. 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.