



**MOSSBOURNE  
VICTORIA PARK  
ACADEMY**

Teacher of Science  
Recruitment pack



## Our academy

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 6th Form), Mossbourne Victoria Park Academy (secondary), Mossbourne Parkside Academy (primary) and Mossbourne Riverside Academy (primary).

## Mossbourne Victoria Park Academy

At Mossbourne Victoria Park Academy we are continuing to build on that ethos to provide an inspiring education for all our students. With children at the heart of everything we do, Mossbourne Victoria Park Academy is continuing to raise expectations and achievement in Hackney and its neighbouring boroughs with the belief that all students can fulfil their true potential. Our students receive great lessons, enjoy a vibrant enrichment programme and have access to debate, speech-making and presentation training through our oratory specialism. Our outstanding teaching staff work in a rewarding environment where everyone pulls together for the same thing; the best possible deal for our students.

## The Science Learning Area

The Science Learning Area includes the departments for Biology, Chemistry and Physics. These departments help facilitate the delivery of our KS3 Science course and the Combined Trilogy and Separate Science courses. Other subjects taught within the learning area include BTEC Health & Social Care and GCSE Electronics.

The Science Learning Area employs twelve science teachers. Responsibility for the learning area is shared between the Head of Learning Area [HOLA], the Heads of Department (for KS3 Science, Biology, Chemistry and Physics), a second in department (who is also a HoD) and several other members of the team. The learning area is well resourced with 5 laboratories. These have interactive whiteboards and visualisers. Separate Science achieved a VA of above 1 for each subject in 2018/2019, and Combined Trilogy achieved a VA of 0.6. The expectation is that this will increase significantly over the coming years.

This is an exciting time to join an excellent team; which will also provide opportunities to grow and develop within a strong team of committed Science specialists. We provide a positive and optimistic working environment focused on student progress.

## The Science Teacher Role

The successful applicant will be passionate about science and science education. They will be well organised, energetic and willing to go the 'extra mile'. They will hold Qualified Teacher Status (QTS), have a proven track record of successful science teaching across different key stages and believe that all students can succeed in science.

## Who are we looking for?

- You will be a teacher of science with an ambition to achieve excellent outcomes (particularly in terms of value added scores) for the students you will be responsible for.
- You will be an expert in Biology, Chemistry or Physics, and deeply knowledgeable in your subject.
- You can communicate this expertise to students through thoughtfully planned lessons and considered feedback.
- You have experience of working in inner London schools or areas of social deprivation.
- You believe resolutely in the power of education to change the lives of families and young people, regardless of background or prior educational attainment, and are prepared to go the extra mile to make this belief a reality.

## Why work for us?

### **The chance to really make a difference to the young people who need it the most**

Our students need the best possible staff as they have to overcome significant disadvantage in order to succeed. 44% of our students are eligible for the pupil premium grant, 20% have a special educational need and 34% have English as an additional language.

Our results put us in the top 75 schools in the country for pupil progress, because we believe all students can succeed and go to great lengths in order to achieve this.

### **A fantastic working environment**

We place ultimate value on respect for staff; behaviour is beyond outstanding, the teacher is sacred. This is a school in which you can really teach.

The school is housed in a beautiful Grade ii listed Huguenot building and a purpose built modern one. As you would expect, classrooms are all fully equipped.

### **A truly supportive culture**

We offer excellent and frequent opportunities to reflect on and improve your practice, with first rate professional development for all, and a specialist programme for ECTs.

**A range of benefits and perks—** including but not limited to: Season Ticket Loans; Tax free bicycle purchase, Recruitment Applicant Awards; Free staff fitness classes; Corporate gym membership; Tax free child care vouchers; Discounts at local restaurants; Employee Assistant Programme.

## Main areas of responsibility

The post holder's key responsibilities may include, but not limited to:

- To promote the Academy's ethos of high aspirations and outstanding performance in all areas
- To model, in everything you do, the Academy's values of courtesy, hard work and excellence
- To promote and be committed to the Academy's aims and objectives and to implement Academy policies
- To work with the Head of Learning Area, Head of Department and other staff members to ensure the effective provision of teaching and learning in science
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis
- To contribute to the development of schemes of work
- 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 the curriculum 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 science, including G&T sessions, trips etc
- To undertake duties as directed and in accordance with Academy expectations
- To supervise prep and the Bourne Scholar programme when requested
- To be a member of the pastoral team and, if required, a form tutor carrying out the associated responsibilities
- To attend and support all Academy events, including parents' evenings and results days
- Follow all Federation policies and procedures, in particular those related to health and safety, child protection, behaviour management, inclusion, equality and data protection. Ensuring the health and safety of all pupils in the classroom and throughout the academy in accordance with the academy's policy;
- Participate as required in the Federation's performance management process and take part in appropriate training and development activities including a First Aid Certificate.
- Have a flexible and proactive approach to ensure the needs of the children are being met with the support of the team.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

Person Specification				
Essential [E] or De-sirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task
Experience				
E	ability to teach at least one science subject (Physics, Biology or Chemistry)	✓	✓	✓
E	knowledge and understanding of how students learn science	✓	✓	✓
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 practical and written work	✓		✓
E	effective planning, assessment and record keeping	✓	✓	
E	ability to work independently and as part of a team, contributing to science INSETs		✓	
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 degree in a relevant subject	✓	✓	✓
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 and 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	be an integral member of the Curriculum Support Department with 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	✓	✓	
Applicable to all staff				
E	Undertake training as required in order to fulfil the requirements of the role	✓	✓	✓
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	✓	✓	✓
E	Recognise your role as part of the succession of Mossbourne	✓	✓	
E	Play an active role in terms of safeguarding all students and adults	✓	✓	✓

# Application process

Please submit your application through our website:

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

**The closing date for this vacancy is 16th October 2022**

We encourage early applications as we will interview and may appoint before the closing deadline.

To discuss this post or to arrange a school visit please contact us on 020 8510 4550 or [enquiries@mvpa.mossbourne.org](mailto:enquiries@mvpa.mossbourne.org)

