



JOB DESCRIPTION

POSITION	Head of Religious Studies
SALARY	Teachers' Main Payscale + Mossbourne Main Payscale Allowance £1600 + TLR / UPS + TLR
START DATE	1st September 2024 [Inset days 28 th and 29 th August 2024]
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	HoLA Humanities
RESPONSIBLE FOR	Religious Studies Department
LOCATION	Mossbourne Community Academy
KEY WORKING RELATIONSHIPS	SLT, 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. We are driven to ensure that MCA pupils have future choice and opportunities, succeed in their chosen career pathway, and make positive contributions to society. 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, and annually, for setting a new benchmark for non-selective comprehensive education. All pupils, regardless of race, gender, 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 Humanities Department

The Humanities Learning Area includes the subjects of History, Geography, Religious Studies, Sociology and Psychology and has responsibility for the delivery of PSHE and Citizenship to our students. Humanities is a highly regarded, and key, Learning Area at Mossbourne Community Academy; every pupil takes GCSEs in both History and Religious Studies and the departments' attainment results place them consistently amongst the best in the country. In fact, the RS department achieves a VA of over 1.5 year on year and over the past couple of years achieved 50% 7+. RS is an extremely popular subject for students both at GCSE and A Level and, year on year, pupil outcomes are outstanding. There are currently twenty-three Humanities teachers working within the Humanities Learning Area at Mossbourne. The team works collaboratively and enjoys regular CPD. 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 and Sociology. The Learning Area is extremely well resourced with six fully-equipped classrooms, each with interactive screens with audio and visual technology. The ground floor of the Humanities Learning Area contains thirty computers where classes can be taught and where students can work at break and at lunch times.

Job Summary

The successful applicant will be passionate about Religious Studies. They will be well organised and willing to go the 'extra mile' and will be focussed on the attainment of all pupils. They will manage a team of around 5 RS specialists and lead the team in teaching KS3, KS4 to the whole year group and KS5 where Philosophy and Ethics is taught, often to two classes, due to the popularity of the subject. They will hold Qualified Teacher Status (QTS) or have a proven track record of successful Religious Studies teaching across all key stages.

Main Duties & Responsibilities

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

- 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, and other staff members to ensure effective provision of teaching and learning of Religious Studies
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis
- To contribute to the development of schemes of work for relevant key stages
- To support student progress through a targeted intervention programme
- To set homework in accordance with Learning Area policy and to mark work regularly to aid progression, keeping clear records of attainment and following 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 pupils within Religious Studies including extension classes, G&T sessions, trips etc.
- 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

Person Specification				
Essential or Desirable	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	ability to teach Religious Studies at KS3, KS4 and KS5	X	X	X
E	knowledge and understanding of how students learn	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 degree in an appropriate subject (Religious Studies or similar)	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.**