

POSITION	Teacher of Biology
SALARY	Teachers' Main Payscale, Mossbourne Main Payscale Allowance £1,600.00 / UPS
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	HOLA
RESPONSIBLE FOR	N/A
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 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 Science Department

The Science Learning Area includes departments for KS3 Science, Biology, Chemistry and Physics. Working as part of a high performing team of science teachers with brilliant pupils makes Mossbourne an extremely rewarding place to teach. The Learning Area is also the home of the sixth form 'Medical Bursary Programme' a unique programme which supports pupils explore careers in medicine and veterinary science and equips them with the skills and experiences largely on offer in the independent sector. We have had incredible success with this programme which has supported significant numbers of alumni embark upon a career in medicine.

We focus on high quality professional development to support exceptional outcomes for our pupils and place learning at the heart of all we do for pupils and staff, alike.

We consistently achieve exceptional outcomes for our students. In 2023, we achieved outstanding results: 51% of all Double Science grades were grade 7 or above. 70% of grades in GCSE Biology, Chemistry and Physics were grade 9. Over 50% of grades in A-level Biology, Chemistry and Physics were A*- A.

The Learning Area is very well resourced and comprises.

- Nine laboratories – with equipment pods for student practicals, an interactive whiteboard and teacher visualiser.
- Two excellently equipped prep rooms with experienced technicians for each subject.
- A computer room with 32 PCs.
- Two staff offices.

Job Summary

The successful applicant will be passionate about Biology and science education. They will be dedicated to developing their teaching practice, working with, and learning alongside, a supportive group of outstanding practitioners and willing to go the 'extra mile'. They will hold Qualified Teacher Status (QTS), have a proven track record of successful science teaching, and share the school's vision and belief that all young people can achieve at the highest levels.

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 Learning Area, Head of Department and other staff members to ensure the effective provision of teaching and learning in science.
- To create a focused learning environment by planning and delivering high-quality 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 science 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 science, including the extension class programme, G&T sessions, trips etc.
- To undertake duties as directed and in accordance with Academy expectations.
- To be a member of the pastoral team and, if required, a form tutor carrying out the associated responsibilities.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.
- 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				
E Essential Or D Desirable	Requirements	Assessment Criteria		
		Interview	Application Form	Task / Lesson
Experience				
E	Ability to teach Biology at KS4 and preferably KS5	X	X	X
E	Knowledge and understanding of how students learn science	X	X	X
E	Ability to raise the attainment of all pupils within their department and developing their team	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 pupils in practical and written work	X		X
E	Effective planning, assessment and record keeping	X	X	
E	Ability to work independently and as part of a team, contributing 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 a science based 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		
D	Be an integral member of the Science department with the initiative to work independently with minimal supervision	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



**M O S S B O U R N E
F E D E R A T I O N**

JOB DESCRIPTION

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.