

Job title:	Head of Department- Physical Education	Salary:	Competitive Salary	Contract term:	Permanent
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Responsible to:	The Senior Leadership Team	Responsible for:	Standards and outcomes in the P.E. department
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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 6th 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 Physical Education Department

All students at the Academy study P.E. from the beginning of Year 7 and will continue to do so until the end of year 11 (KS4). P.E is also a GCSE Option subject as is BTEC Sport and students who elect to take one of these qualifications will have additional hours of P.E in Years 9-11. The department is housed in a custom-designed building, making for a first-rate working environment. The department consists of a large, state of the art sports hall, outside Netball, Tennis, Basketball courts and Table Tennis facilities. The Academy has direct access to the Hackney Downs Park, making it an ideal external space for mandatory team sports such as Football, Rugby, Cricket, Rounders' and Athletics. All classrooms are equipped and we have a very deep pool of resources for P.E. teaching.

The Role

The successful applicant will need to be well organised, energetic and have a prodigious work-ethic. They will hold Qualified Teacher Status (QTS), have a proven track record of successful teaching across different key stages and believe that all students will succeed in their study of Physical Education.

Key Accountabilities

The post holders key responsibilities are, but not limited to:

- Ensuring well planned, well-resourced and well taught P.E. lessons take place across all year groups and classes
- Performance-managing teaching staff in the P.E. department
- Ensuring assessment of student performance in P.E. is regular, rigorous and accurate
- Analysing performance data and reporting trends in attainment and progress to the HOLA
- Supporting staff in ensuring excellent student behaviour in P.E. lessons, including joining parental meetings when appropriate
- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis
- To lead 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 your subject and to 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 P.E, including G&T sessions, trips etc.
- To undertake duties as directed and in accordance with Academy expectations
- To supervise prep
- To be a member of the pastoral team and, if required, a form tutor carrying out the associated responsibilities
- To lead assemblies
- 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 Desirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience and skills				
E	<ul style="list-style-type: none">ability to teach P.E. at KS3 and KS4	✓	✓	✓
E	<ul style="list-style-type: none">a clear vision of how to expand the P.E. in a growing school	✓	✓	
E	<ul style="list-style-type: none">ability to reflect on your own and student performance in lessons and adapt practice accordingly	✓	✓	✓
E	<ul style="list-style-type: none">ability to select and devise appropriate teaching methods and resources to meet the differing needs of students	✓	✓	✓
E	<ul style="list-style-type: none">effective planning, assessment and record keeping	✓	✓	✓
E	<ul style="list-style-type: none">ability to work independently and as part of a team, contributing to INSETs	✓	✓	
E	<ul style="list-style-type: none">ability to develop and maintain positive relationships with teachers, support staff and parents	✓	✓	
E	<ul style="list-style-type: none">effective classroom management and efficient organisation of resources	✓	✓	✓
Qualifications				
E	<ul style="list-style-type: none">✓ a good degree in an appropriate subject	✓		✓
E	<ul style="list-style-type: none">Qualified Teacher Status (QTS)		✓	
IT knowledge				
D	<ul style="list-style-type: none">expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point)		✓	
D	<ul style="list-style-type: none">ability to swiftly adapt to and utilise new/various systems/software		✓	
D	<ul style="list-style-type: none">capable of making effective and appropriate use of ICT in lesson delivery and within the learning area		✓	✓

Behavioural Competencies				
E	<ul style="list-style-type: none"> Superb interpersonal and communication skills 	✓		✓
E	<ul style="list-style-type: none"> ability to meet all deadlines internally and externally ensuring output consistently is of an exemplary standard 	✓		
D	<ul style="list-style-type: none"> the initiative to work independently with minimal supervision 	✓		
E	<ul style="list-style-type: none"> must have the upmost integrity as well as high levels of motivation and commitment. 	✓		
E	<ul style="list-style-type: none"> proactive approach and efficient time management and prioritisation skills 	✓		
E	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> to be reflective and determined to constantly improve in all aspects of your role 	✓	✓	
E	<ul style="list-style-type: none"> undertake training as required to so in order to fulfil the requirements of the role 	✓	✓	✓
E	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Play an active role in terms of Safeguarding all students and adults 	✓	✓	✓
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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.