

POSITION	Learning Support Teacher
SALARY	Main Pay Scale + £1,600 Mossbourne Allowance + TLR
HOURS	40 hours per week
FULL TIME EQUIVALENT	52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	Head of Learning Area – SENCO
RESPONSIBLE FOR	Work with the Heads of Learning Areas to ensure the effective provision of teaching and learning for students with additional needs
LOCATION	Mossbourne Victoria Park Academy
KEY WORKING RELATIONSHIPS	Heads of Learning Areas Teaching staff Curriculum Support Department
Start Date	8 th April 2024, or sooner where possible

We encourage early applications, as we may interview and appoint before the closing date.

If you have further questions about the role, please contact the Academy Reception on 020 8510 4550.

The Mossbourne Federation

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 Victoria Park Academy (MVPA)

At Mossbourne Victoria Park Academy (MVPA) we continue to build on the Federation's ethos of exceptional education for all our pupils. With learning at the heart of everything we do, MVPA continues to raise expectations and achievement in Hackney and its neighbouring boroughs, with the belief that all pupils can fulfil their true potential. Our staff deliver excellent lessons; our pupils enjoy a vibrant enrichment programme and have access to debate, speech-making and presentation training through our oratory specialism. Our excellent teaching staff work in a rewarding environment where everyone pulls together for the same thing; the best possible deal for our pupils.

The Curriculum Support Department (CSD) Learning Area

The Curriculum Support Department supports students with a wide range of difficulties including but not limited to: literacy and numeracy difficulties, social, emotional and mental health issues, moderate to severe learning difficulties, specific learning difficulties and Autism Spectrum Conditions. We support these students through a variety of interventions including LEXIA, mentoring, counselling, speech and language therapy, 1:1 support with a specialist teacher, and Teaching Assistant support in class and in small groups. The Curriculum Support Department (CSD) is made up of specialist teachers, learning mentors, a speech and language therapist, senior Teaching Assistants and classroom-based Teaching Assistants.

The Learning Area is very well resourced and comprises:

- Modern classrooms with interactive whiteboard and DVD playing facilities
- A therapy room for mentoring and speech and language therapy
- A learning centre for students to seek support during break and lunch times
- Well-equipped staff offices

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 teachers and support staff as they have to overcome significant disadvantage in order to succeed. 41% of our students are eligible for the pupil premium grant, 18% have a special educational need and 21% have English as an additional language. Our results put us in the top 100 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 and offices are all fully equipped.

Enhanced Pay

We pay a Mossbourne allowance of an additional £1600 to teachers on the main pay scale.

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.

Job Summary

You must be passionate about education, and about ensuring students with additional needs made outstanding progress within the curriculum. You must have a proven track record of successful SEN teaching across different key stages, and you must believe that all students can succeed. You will be required to work in close liaison with staff in the Curriculum Support Department (CSD) and other Heads of Learning Areas to support students' inclusion in learning within the classroom. We welcome applications from both primary and secondary qualified teachers, due to the range of subjects you would be required to teach and due to the cognitive age of the students.

Main Duties & Responsibilities:

- Promote and be committed to the Academy's aims and objectives and implement Academy policies
- Work under the direction of the SENCO and other Heads of Learning Areas to ensure the effective provision of teaching and learning for students with additional needs
- Plan and deliver high-quality, differentiated lessons on a day-to-day basis
- Contribute to the development of differentiated schemes of work across subject areas
- Set homework in accordance with Learning Area policy and mark work regularly to aid progression, keep clear records of attainment and follow up on non-submission
- Keep abreast of developments in special educational needs and ensure that these changes are implemented in lesson delivery and schemes of work
- Manage and oversee a caseload of students who are on the SEND register including hosting statutory and additional meetings
- Liaise with external agencies to ensure students receive the support required to be independent and successful learners
- Organise and run enrichment opportunities and support interventions for students with additional needs, including trips.
- Undertake duties as directed and in accordance with Academy expectations
- Supervise literacy interventions, prep, and guided reading
- Be a member of the pastoral team and, if required, a form tutor carrying out the associated responsibilities
- Help promote and reinforce students' self-esteem, encouraging inclusion of students with special educational needs.
- Provide information that supports individual education plans.
- 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 ensuring the needs of the children are being met, with the support of the team.
- Any other duties commensurate to the level of the post.

Person Specification				
E Essential Or D Desirable	Requirements	Assessment Criteria		
		Interview	Application Form	Task
Experience				
E	Ability to teach a variety of subjects including English and Maths to a nurture group of student with academic levels of 3A and below	X	X	X
E	Knowledge of strategies to support the learning of children with complex and special needs	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 the class	X		X
E	Experience of support work with children with complex educational needs within an inner-city multicultural academy	X	X	
E	Develop & maintain positive relationships with all stakeholders, communicating key information in a timely way	X	X	
E	Knowledge, understanding & commitment to equal opportunities	X	X	
E	Experience working independently and as part of a team, contributing to CSD and whole school training		X	
E	An awareness of strategies for managing pupils with challenging behaviour	X	X	X
E	Knowledge of issues related to underachievement of children and strategies to engage reluctant or underachieving learners	X	X	X
D	Knowledge of strategies to support children in acquiring English as an additional language	X	X	X
Qualifications				
E	A good degree		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	Capable of making effective and appropriate use of ICT in lesson delivery and within the learning area		X	X
Behavioural Competencies				
E	Excellent communication, record keeping, literacy and numeracy skills	X	X	X
E	Commitment to meeting deadlines internally and externally ensuring output consistently is of an exemplary standard	X		
D	Strategic approach, ability to see the 'big picture' and also think 'outside of the box'	X		
E	Upmost integrity and high levels of motivation & commitment	X		

E	Proactive approach to dealing with problems as they arise	X		
E	Efficient time management & prioritisation skills			
E	Genuine interest & passion for the education of young people & the will to contribute to the wider life & community of the Federation; Committed to the principles of Inclusive Education	X	X	X
E	Ability to use initiative with minimal supervision	X		
E	Good interpersonal skills	X	X	X
E	Understanding of the need for confidentiality	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 success 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.