



Mossbourne  
Federation

# Head of Department - Religious Studies (Maternity Cover)

## Job Description

Date last reviewed on:	06/03/2026
Date to be revised on:	



<b>POSITION</b>	Head of Department – Religious Studies (Maternity Cover)
<b>SALARY</b>	Teachers Main Pay scale plus Mossbourne Allowance £1600 / UPS + TLR
<b>START DATE</b>	1 <sup>st</sup> June 2026 or earlier if possible
<b>HOURS</b>	40 hours per week
<b>FULL TIME EQUIVALENT</b>	Full Time, 52.143 weeks per annum
<b>CONTRACT TYPE</b>	Fixed-Term contract until 31 <sup>st</sup> August 2027
<b>RESPONSIBLE TO</b>	Head of Learning Area Humanities
<b>LOCATION</b>	Mossbourne Victoria Park Academy
<b>KEY WORKING RELATIONSHIPS</b>	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 seven academies: Mossbourne Community Academy (MCA), Mossbourne Fobbing Academy (MFA), secondary and sixth form, Mossbourne Victoria Park Academy (MVPA), Mossbourne Port Side Academy (MPSA) secondary, Mossbourne Parkside Academy (MPA), Mossbourne Riverside Academy (MRA), Mossbourne Herd Lane Academy (MHLA) 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 students. With children 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 students can fulfil their true potential. Our students’ progress at GCSE puts us in the top 10 schools nationally, and we believe there is more to do. Our staff deliver excellent lessons, and our students 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 students.

If you want to be part of the team that is improving the life chances of our students, then read on.



## **The Humanities Learning Area**

We are seeking an outstanding leader and Humanities practitioner who is ready to support the leadership of one of the top Humanities teams in the country. The Humanities learning area is renowned within the Academy for its consistently outstanding results at GCSE, as well as for its collaborative and friendly staff who are at the forefront of teaching and learning across the school.

We are looking for someone with the vision, grit, and academic acumen to continue the department's success. The Humanities Learning Area is made up of seven subjects, each with its own Head of Department or Lead Teacher: History, Geography, Religious Studies, Sociology, and Psychology. The successful candidate may be required to be the Lead Teacher or Head of Department for their subject specialism.

## **Job Summary**

The successful applicant will be passionate about Religious Studies education and have the drive and ambition to lead and manage a department. 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 teaching across different key stages and believe that all students can succeed in Religious Studies.

## **Key Responsibilities & Accountabilities**

- Promoting and being committed to the Academy's aims and objectives, and to implement Academy policies.
- To work with the Head of Learning Area to ensure the effective provision of Religious Studies and learning throughout KS3-KS5.
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis.
- 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 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 students within Religious Studies, including the extension class programme, 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 model, in everything you do, the Academy's values of courtesy, hard work, integrity, resilience and excellence.
- To take part in the academy's wider curriculum offer including PSHCERSE, Bourne Scholar and Enrichment as required.
- 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		
		App Form	Task	Interview
<b>Experience</b>				
E	Ability to teach Religious Studies at KS4	X	X	X
E	Knowledge and understanding of how students learn Religious Studies	X	X	X
E	Ability to reflect on your own and student performance in lessons and adapt practice accordingly			X
E	Ability to select appropriate teaching methods and resources to meet the differing needs of students		X	X
E	Effective planning, assessment and record keeping	X		X
E	Ability to work independently and as part of a team, contribute to INSETS	X		
E	To develop & maintain positive relationships with all stakeholders			X
E	Effective classroom management & efficient organisation of resources	X	X	X
<b>IT knowledge</b>				
D	Advanced knowledge of the Microsoft Office Suite, specifically Word and Excel, is an essential requirement of the role	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
<b>Behavioural Competencies</b>				
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
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
<b>Applicable to all staff</b>				
E	Undertake training as required to fulfil the requirements of the role	X	X	X
E	Support Mossbourne through your actions & attitude, adjusting performance and practice in accordance with Federation initiatives and directives.	X	X	X



E	Recognise your role as part of the success of Mossbourne.	X	X	X
E	Play an active role in the safeguarding of 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 the 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.***