



Mossbourne
Federation

Teacher of Psychology Job Description



POSITION	Teacher of Psychology
SALARY	Teacher main pay scale/ UPS + Mossbourne mains scale allowance £1,600.00
START DATE	Monday, 1 st September 2025 [INSET Days 27 th - 29 th August 2025]
HOURS	40 hours per week
FULL TIME EQUIVALENT	52 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	Head of Learning Area Humanities and Head of Department Psychology
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 seven academies: Mossbourne Community Academy (MCA), Mossbourne Fobbing Academy (MFA), secondary and sixth form, Mossbourne Victoria Park Academy (MVPA), Mossbourne Port Side Academy (MPA) secondary, Mossbourne Parkside Academy (MPA), Mossbourne Riverside Academy (MRA), Mossbourne Herd Lane Academy (MHA) 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 students in our care. We are driven to ensure that MCA students have future choices and opportunities, succeed in their chosen career pathways, 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 students, regardless of race, gender, background, or ability, are encouraged to achieve their true potential and the behaviour of our students 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 student'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 a testament to the pride, hard work and dedication of our staff body, students, and parents.

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



The Humanities Department

The Humanities Learning Area includes the subjects of Religious Studies, History, Geography, Psychology and Sociology and has responsibility for the delivery of Personal Development to our students. Humanities is a highly regarded, and key, Learning Area at Mossbourne Community Academy; every student takes GCSEs in both History and Religious Studies and year on year the departments attain results which place them amongst the best in the country. Uptake for optional subjects with the Humanities Learning Area is extremely high at both Key Stage 4 and 5 and means there are often more than two groups in both GCSE Psychology and GCSE Geography and A Level Psychology.

There are currently twenty-three Humanities teachers working within the Humanities Learning Area at Mossbourne Community Academy. The Head of Learning Area oversees management of the curricula and the running of the Learning Area and is supported by Heads of Departments for Religious Studies, History, Geography, Psychology and Sociology. The progress made by students in subjects in the Humanities Learning Area are amongst the best in the country; staff work closely and collaboratively and bond over their passion for their subjects and teaching and learning.

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 lunchtimes. The Learning Area is also proud of offering exciting and varied enrichment opportunities for our students throughout the year which expose our students to invaluable learning way beyond the curricula.

Job Summary

The successful applicant will be a Psychology specialist. It would also be desirable if the candidate has the ability to teach Sociology at GCSE and A level and the willingness to teach another Humanities subject at KS3, if required. They will be well organised and willing to go the 'extra mile'. The candidate will be someone passionate about their subject and keen to develop their teaching and learning and motivate students at any key stage. 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.

Main Duties & Responsibilities

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

- Promoting and being 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 the effective provision of teaching and learning in Psychology and Humanities.
- To plan and deliver high-quality, differentiated 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 your subject and to ensure that these changes are implemented in lesson delivery and schemes of work.
- To undertake duties as directed and in accordance with Academy expectations.
- To supervise prep and guided reading.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.
- To be, if required, a form tutor carrying out the 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.



Person Specification				
E Essential Or D Desirable	Requirements	Assessment Criteria		
		App Form	Task	Intervie w
Experience				
E	Ability to teach Psychology at KS4 and KS5	X	X	X
D	Ability to teach Sociology at KS4 and 5 and another Humanities subject at KS3	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	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	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 (Psychology 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 and 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 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.***