



Mossbourne
Federation

Mossbourne Excellent Teacher (MET)

Job Description

POSITION	Mossbourne Excellent Teacher (MET)
SALARY	Leadership Pay Scale – 1-5 dependent on experience
START DATE	Monday 1 st September 2025 [INSET 1 st – 2 nd September 2025]
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	SLT
LOCATION	Mossbourne Port Side Academy,
KEY WORKING RELATIONSHIPS	SLT, ELT, teachers, support staff, 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 (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 Port Side Academy (MPSA)

Mossbourne Port Side Academy is a secondary school located in Stanford-le-Hope, Essex. It offers a curriculum for students aged 11 to 16, focusing on academic achievement, personal development, and preparing students for future success.

In addition to core academic subjects, we offer a range of extracurricular activities to promote student engagement and personal growth. The school values student well-being and works to create a positive school culture, helping students build confidence, resilience, and leadership skills.

We are committed to ensuring that our students leave with the knowledge, character, and qualifications that will open the doors to the future they dream of. Our students leave prepared to make a meaningful impact on the world and bring positive change to their communities

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

Job Summary

The role of the Mossbourne Excellent Teacher (MET) is to drive forward improvements and raise standards in teaching, learning and pedagogy across the curriculum. In some cases, METs may work with a specific subject or Learning Area to develop exceptional provision.

Main Duties & Responsibilities

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

- To promote, develop and share excellent pedagogy and learning strategies throughout the Mossbourne Federation
- To produce high quality teaching and learning resources with a clear focus on improving learning and student attainment
- To model teaching and learning excellence including exceptional marking
- To train and support staff across the Mossbourne Federation
- To support and develop exceptional provision within specific subjects or Learning Areas
- To support the development of outstanding teachers across the Academy
- To lead on and / or develop and deliver exceptional training
- To use mentoring and coaching strategies to support individual staff to become exceptional practitioners
- To support teachers to move from 'developing' to 'effective'
- To support teachers to move from 'effective' to 'expert'
- To participate in and / or lead on the training, monitoring and mentoring of ECTs and Trainee Teachers
- To contribute to Mossbourne Federation teacher support programmes
- To model outstanding teaching by contributing to a film bank of exceptional practice
- To model exceptional behaviour management as well as duties and general conduct around the Academy
- To be an exceptional Form Tutor modelling 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	A deep understanding of the Mossbourne ethos of excellence	X	X	X
E	A passion for learning, pedagogy and the ability to inspire and drive others to improve	X	X	X
E	The ability to develop training programmes and materials to support improvement in learning and pedagogy	X		X



E	The ability to use data effectively to enhance learning	X		X
E	The ability to set challenging targets to raise the quality of learning and pedagogy	X	X	
E	To be able to take initiative and see opportunities for future improvements		X	
E	Experience of teaching across relevant key stages, with outstanding outcomes	X	X	
E	Experience of observing lessons and giving effective feedback	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	Effective & appropriate use of ICT in lessons & across 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'	X		
E	Commitment to meeting deadlines internally and externally ensuring output consistently is of an exemplary standard	X		
D	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
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



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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.