



# Working For Us

[www.mossbourne.org](http://www.mossbourne.org)



Mossbourne  
Federation

# Welcome from the CEO

Dear Candidate,

Thank you for your interest in Mossbourne Federation, we are delighted to have the opportunity to share more about our organisation's values, culture, and opportunities.

**Our mission is to change children's lives for the better by creating an environment where learning is the norm.**

The Mossbourne Federation is a network of four academies (two primaries, two secondaries) and one Sixth Form that sets the standard for all-through education from 4-18 years. In October 2024, we will expand to seven academies by incorporating three additional schools in Thurrock, Essex. This expansion will include one primary and two secondary schools.

Mossbourne was built on the belief that 'okay' is never good enough. Our sponsor, the late Sir Clive Bourne, believed that high standards and expectations in education could empower all children and young people to achieve. This is the essence of the Mossbourne Mindset that drives us to be the best we can be.

Our Academies are diverse, stimulating and highly aspirational places to work and study, staffed by ambitious professionals focussed on achieving the best outcomes for our students. We have always made it clear that while academic outcomes are important, just as important are the traits and attitudes that Mossbourne students take with them into the world, after their final examinations end.

We hope you will be inspired to join us on our mission to provide an exceptional education to the children of Hackney and beyond.

We look forward to receiving your application – and good luck!

Peter Hughes, CEO Mossbourne Federation





## Our Academies

*“The deliberate focus on making sure that pupils’ behaviour is impeccable is fundamental to the academy’s success. It underpins the extremely well-planned curriculum, the excellent atmosphere in lessons and the single-minded attention to learning.”*

Ofsted  
Mossbourne Community Academy



### Mossbourne Community Academy

Mossbourne Community Academy  
11-16 years

Mossbourne Community Academy opened its doors in 2004 as one of the country’s first academies. As the original Mossbourne academy, MCA redefined expectations of what it is possible to achieve at a non-selective inner-city academy. With consistently exceptional exam results and two consecutive ‘Outstanding’ Ofsted judgements, MCA is widely regarded as one of the best secondary academies in the country.



### Mossbourne Parkside Academy

Mossbourne Parkside Academy  
3-11 years

Mossbourne Parkside Academy is housed in a beautiful Grade II listed building in the heart of Hackney. MPA was transformed when it joined the Mossbourne Federation in 2016, achieving a ‘Good’ Ofsted rating for the first time ever in 2021. A carefully planned curriculum supports pupils’ development so that they are well-prepared for their progression to secondary school.



### Mossbourne Riverside Academy

Mossbourne Riverside Academy  
4-11 years

Mossbourne Riverside Academy is an ‘Outstanding’ primary academy which opened in 2016 on the thriving Queen Elizabeth Olympic Park. Built in partnership with an award-winning firm of architects, MRA is a bright, modern building with plenty of space and light. The calm working atmosphere at MRA supports the delivery of a transformational education that produces high-achieving pupils ready for the next stage of their education.



### Mossbourne Victoria Park Academy

Mossbourne Victoria Park Academy  
11-16 years

Mossbourne Victoria Park Academy is an ‘Outstanding’ academy based in South Hackney. The academy, which opened in 2014, blends old and new, with modern facilities sitting comfortably around an impressive former French hospital building, established in 1865. High standards and enriching character development opportunities support students to become confident, successful young adults prepared for the challenges of their next steps.



### Mossbourne Sixth Form

Mossbourne Sixth Form  
16-18 years

Mossbourne Sixth Form is one of the most successful Sixth Forms in London. It offers an outstanding education and unparalleled enrichment opportunities, ensuring equity for all students. An impressive 80% of Mossbournian Sixth Formers achieve A\*-B in their A Level exams, and every year 5-10% are offered places at Oxford and Cambridge.

## Driving Success: Our Values

We work tirelessly to ensure that every student, teacher and member of staff fulfils their potential. Our shared commitment to our Federation values enables us to continuously improve.

# Excellence

*We do everything to the best of our ability. Always.*

# Unity

*We work together towards our goals with integrity.*

# No excuses

*We believe that anything is possible.*



*“Staff morale is high. They value the ‘open-door culture’ of leadership, whereby they invite each other and leaders to offer guidance to further improve their practice.”*

Ofsted  
Mossbourne Riverside Academy

# The Mossbourne Co-Curriculum

*No barriers,  
no limits.*

At Mossbourne, we believe in inspiring our children to achieve their full potential in every aspect of their lives. We want them to know that **nothing is impossible**.

We're committed to breaking down barriers. That means that our co-curriculum is available to all students at no cost. We're investing in our children's talents and their futures so that every child knows there are no limits to what they can achieve.

## Mossbourne Medicine

We show all of our pupils that medicine is an attainable career for them. Our competitive intern programme provides each student with extensive support, guidance and mentoring to create outstanding medical applications.

## Mossbourne Combined Cadet Force

Through the Combined Cadet Force (in partnership with the Honourable Artillery Company), students embark on a range of trips, training camps, qualifications and leadership events that will shape their growth into well-rounded young adults.

## Mossbourne Architecture and the Built Environment Programme

Mossbourne's Architecture and the Built Environment Programme aims to spark interest in architecture, structural engineering, urban planning and related industries. From establishing foundations in technical drawing and model-making to creating portfolios and securing work experience, we give students a solid groundwork to pursue careers in architecture and the built environment.

## Mossbourne Music

Mossbourne academies ignite a passion for music and nurture musical talent, offering over 250 primary and secondary students subsidised musical instrument lessons. Performances throughout the year culminate in the annual Federation Concert, where students from all Mossbourne academies gather to celebrate their musical achievements. Our students have gone on to win national awards and pursue rewarding careers in music.

## Mossbourne Rowing

Our rowing programme is the country's only initiative providing both broad access and high-performance rowing training free of charge. Our rowers excel, finishing in the top 10 teams in prestigious regattas and going on to compete at the British Junior Trials and the World Rowing Championships.

# The Mossbourne **mindset**

At Mossbourne, we don't shy away from the 'elephant in the room'. We are unapologetic about our high standards and high expectations of everyone in our community.

We are single-minded in our mission to change children's lives for the better by creating environments where learning is the norm.

To provide an exceptional education, we need exceptional staff. We can develop and support you to become the best you can be. You just need to bring the right mindset.

**The Mossbourne Mindset** is what keeps us working together to be truly exceptional.

- We never stand still. We are always improving.
- We don't accept 'good enough'. We try our best – no excuses.
- We bring out the best in each other.
- We never place limitations on what we can achieve.
- We are defined not by where we come from, but by where we are going.

*“The things we look for in our staff are often the things that we can't train someone to have. A person needs to have intellect, be aligned to the mission, and be someone who is constantly striving to do things better.”*

Peter Hughes, CEO  
Mossbourne Federation

# Working for the Mossbourne Federation

## Working in Hackney

Our academies are based in one of the capital's fastest-growing and most diverse areas within the metropolitan borough of Hackney.

Hackney attracts people from all over the world with its creativity and vibrant urban life. It's the kaleidoscopic mix of innovative business, alternative entertainment and a wide range of restaurants that makes Hackney so appealing.

We are easy to get to from all parts of London. Major routes connect us to North, East, West and South London on the overground network, providing a no-fuss commute for colleagues living in other London boroughs.

*“The difference between a good school and a great school is the people. At Mossbourne, we have created a culture that places relationships at its heart.”*

Peter Hughes, CEO  
Mossbourne Federation

## Staff Benefits

Mossbourne's impressive range of benefits includes:

### Professional Development

**FedCon:** A Federation Conference each academic year bringing together all staff to promote collaborative working across the Federation.

**CPD Sessions:** Providing staff with 'little and often' training opportunities after the school day and within core hours.

**Performance Management Day:** A day every academic year for staff to plan their career goals and progression within the Federation.

**Career Progression:** Our bespoke CPD calendar features localised training, coaching and mentoring opportunities, ring-fenced time for goal setting and review, a progressive online development portal and support from a dedicated HR team and training budget. We offer trainee leadership roles, internal promotions and secondments across the Federation to support professional growth.

**INSET Days:** Eight INSET days every academic year.

### Mossbourne Culture

Our academies foster friendly, calm and focussed working environments by promoting a culture of politeness and diligence among our students. We strive to create conditions where our staff can work 'smarter not harder', by continuing to invest in digital transformation and new technology and by organising our ways of working to ensure employees are well supported at work and outside it.

**Hybrid working:** Our fixed hybrid approach strikes a balance between on-site and remote work. Subject to operational needs, we allow teachers to choose where and how they work for certain non-contact time with students. In our secondary academies, student timetables finish at lunchtime on Fridays and staff can decide where they work to do their preparation, marking and assessment after that time. Our primary teachers have similar flexibility to take their PPA time off-site, with ring-fenced mornings or afternoons timetabled each week. Our Central Services teams have a fixed hybrid approach, ensuring that their high-quality service to academies is never interrupted, but allowing remote working on negotiated days of the week. They also have an enhanced annual leave entitlement with 3 additional weeks offered (over and above a contractual 5 weeks leave), to be taken in term breaks.

Our central services support teams have a fixed hybrid approach, ensuring that their high quality service to academies is never interrupted, but allowing remote working on negotiated days of the week. They have an enhanced annual leave entitlement of 8 weeks, which we encourage them to take in term breaks.

**Summer Exam Period:** In our secondary academies, timetables are suspended for the last two weeks of the summer term to allow all students to undertake formal examinations in their subjects. This means staff do not plan lessons in this period but invigilate examinations.

**Marking, Moderation and Data Week:** This occurs in the last week of the summer term. Secondary students do not attend school and staff are given the time to mark, moderate, analyse and record student data. For Primary colleagues, this time is split throughout the year.

**Flexible Working:** We support our staff to explore flexible working, part-time working or other bespoke arrangements.

**Celebrating Success:** We recognise staff who go the extra mile; it is part of our DNA. We offer awards through a peer and leader-nominated 'shout out' scheme, appreciation events, well-being events and celebrations.

**Special Leave:** Special parental leave, part-paid paternity leave and enhancements to maternity leave are offered as well as a day available each year that staff can pre-book for special occasions. We believe in meeting our staff where they are, supporting exam leave, sabbatical leave and other personal requirements.

**Employee Referral Scheme:** Employee Referral Scheme: our people promote our culture best. We pay a referral fee when a staff member recommends someone who goes on to be successfully appointed into a shortage role.

**Amenities:** Free tea, coffee, sugar, milk and instant boiling water are offered at staff bases across Mossbourne academies as are essential toiletries in all staff facilities on our sites. We also ensure staff are well catered for when they are required to stay late for events.

**Free Healthcare Provision:** Access to fully-paid membership of an award-winning private healthcare provider to provide additional support. Access to a range of services, including 24/7 GP and mental health helplines, physiotherapy, medical diagnostics and treatment, cancer support, wellness courses, articles, and webinars.

**Confidential Employee Support:** Confidential mental health, wellbeing and financial support, plus dedicated mental health and wellbeing leads.

**Better Gym Membership Discount:** Discounted local or UK-wide gym membership paid in monthly instalments.

**Cycle to Work Scheme:** Loans to purchase a bicycle, payable in monthly instalments.

**Free Staff Fitness:** Free weekly fitness sessions are offered on our secondary sites, delivered by a qualified trainer. Suitable for any level of fitness.

## Other Benefits

**Local Discounts:** Discounts at a range of local shops, cafés, and restaurants.

**National Discounts:** Our Benenden health provider offers access to a range of retail benefits, such as discounts on shopping, holidays, family days out, attraction tickets, and appliances. Additional retail benefits are offered to Mossbourne Staff as part of the Hackney Schools benefits scheme.

## Extra payments:

**Marking & Revision:** We offer payments for staff who go the extra mile, for things such as running Saturday school. We offer direct payments for exam marking in addition to payments teachers receive from exam boards.

**Mainscale teachers:** mainscale teachers receive an additional monthly payment known as the 'Mossbourne allowance'.

## Wellbeing & Leisure



*"Staff are well supported by leaders and have access to a wide range of high-quality professional development opportunities."*

Ofsted  
Mossbourne Victoria Park Academy



# Application Process

At Mossbourne Federation, we know diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. We do not discriminate in recruitment or during employment based on any protected characteristic or aspect of individual identity. We have committed to becoming an Anti-Racist organisation and we welcome individuals with the ethos and energy to help us achieve this goal.

## Completing Your Application

Complete all standard information on the application form and submit a supporting statement outlining your suitability for the role.

## Selection Procedure

Shortlisted candidates will be invited to complete proficiency assessments and interview with a panel.

## Discussion & Visits

Confidential and informal discussions with the CEO or our team are welcomed. We offer site visits so that you can observe what makes Mossbourne the wonderful learning environment that we are so proud of. Please arrange a suitable time through our HR team at [recruitment@mossbourne.org](mailto:recruitment@mossbourne.org).

## References

References will be sought immediately after shortlisting. Please ensure that referees are warned of the need to respond within the timescale set. In all cases, at least one professional reference is required. The post will be offered subject to satisfactory completion of pre-employment checks.

## Get in Touch

Candidates are welcome to get in touch with us with any questions they may have during the process.

**We wish you the best of luck with your application and look forward to hearing from you.**



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