



Mossbourne
Federation

Head of Religious Studies

Job Description

Date last reviewed on:	
Date to be revised on:	



HEAD OF RELIGIOUS STUDIES

POSITION	Head of Religious Studies
SALARY	Teachers' Main PayScale + TLR / UPS + TLR
START DATE	1 st September 2025
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	HoLA Humanities
RESPONSIBLE FOR	N/A
LOCATION	Mossbourne Fobbing Academy
KEY WORKING RELATIONSHIPS	SLT, 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. Three Thurrock schools joined the Federation in January 2025.

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 Fobbing Academy (MFA)

Mossbourne Fobbing Academy is a school with a rich history of excellent academic, artistic, and sporting achievements. Today, that legacy of excellence lives on through our wonderfully talented students and terrifically dedicated staff.

Everything we do is built on the conviction that learning and safeguarding come first. We expect the highest standards of behaviour so that our students can focus on learning in an environment that supports them to feel and be safe. This means our teachers plan and teach lessons with great care and detail to ensure that all our students acquire the knowledge, character and qualifications they need to reach their potential.

Our students capitalise on a fantastic range of facilities that encourage them to nurture and pursue their passions in sports and the arts. While our range of extra-curricular activities, including the Combined Cadets Force and The Duke of Edinburgh's Award, offer experiences that broaden horizons and enrich lives.

We are dedicated to ensuring that our students leave equipped with the knowledge, character and qualifications that open the doors to whatever future they envisage for themselves. Our students leave ready to make their mark on the world and bring positive change to their communities.

Mossbourne Fobbing Academy is at an exciting point in its history as it joins the Mossbourne Federation – a Federation with exceptionally high standards where pupils achieve outcomes which are among the best in the country. These exciting times bring our school a fantastic opportunity to develop, to grow and really prosper as we continue our mission to ensure our students get the outstanding education they deserve.

If you want to be part of the team that is improving the future of our students, then read on!



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The Humanities Department

The Humanities Learning Area includes the subjects of History, Geography, Religious Studies and Psychology. Humanities is a highly regarded, and key, Learning Area at Mossbourne Fobbing Academy; where students achieve excellent results, particularly in History and Psychology. Every student will take GCSEs in History and Religious Studies; therefore, Religious Studies is a key subject for us and an area for exciting growth. The Head of Learning Area oversees the management of all staff as well as curriculum and discipline issues within all the Humanities subjects. In addition, we have teachers in charge of Religious Studies, History and Geography.

Job Summary

The successful applicant will be passionate about Religious Studies. They will be well organised and willing to go the 'extra mile' and will be focused on the attainment of all pupils. They will hold Qualified Teacher Status (QTS) or have a proven track record of successful Religious Studies teaching across all key stages.

Main Duties & Responsibilities

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

- To promote and be 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 effective provision of teaching and learning of Religious Studies
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis
- To contribute to the development of schemes of work for relevant key stages
- To support student progress through a targeted intervention programme
- To set homework in accordance with Learning Area policy and to mark work regularly to aid progression, keeping clear records of attainment and following 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 pupils within Religious Studies including extension classes, G&T sessions, trips etc.
- To be a member of the pastoral team & if required, a form tutor carrying out 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.



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Person Specification				
Essential or Desirable	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	ability to teach Religious Studies at KS3, KS4 and KS5	X	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 in reading, writing, speaking and listening	X		X
E	effective planning, assessment and record-keeping	X	X	
E	ability to work independently and as part of a team, contributing to the department and whole school INSET		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 (Religious Studies or similar)	X		X
E	Qualified Teacher Status (QTS)		X	
IT knowledge				
D	expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, PowerPoint)		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 & 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 so in order 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

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 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.