

Title:	Head of Learning Area; Languages & Literature (Extended Leadership Team)	Salary:	Competitive	Contract:	Permanent
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Responsible to:	Vice Principal (Teaching and Learning)	Responsible for:	English and MFL provision
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Mossbourne Federation

The Mossbourne Federation is the realisation of Sir Clive Bourne's dream to provide the children of Hackney with an outstanding education. Since 2004 the Federation has nurtured Sir Clive's dream by fostering kind, courteous, hard-working and well-rounded learners by providing an outstanding education based on the core values of 'Excellence', 'No Excuses' and 'Unity'. Through upholding these core values, Mossbourne will be the first academy federation whose schools are without exception, exceptional.

The Federation's calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field and academically. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning within The Mossbourne Federation.

The Mossbourne Federation comprises four academies: Mossbourne Community Academy (secondary and which includes The Mossbourne Federation Sixth Form), Mossbourne Victoria Park Academy (secondary), Mossbourne Parkside Academy (primary) and Mossbourne Riverside Academy (primary).

Mossbourne Victoria Park Academy

Mossbourne Victoria Park is a successful secondary academy in South Hackney. We are heavily over-subscribed, and our first cohort of Year 11s are predicted to achieve over one grade above national averages in their GCSEs this summer. Our students' excellent conduct means that teachers can concentrate on teaching, and the school is a calm and supportive working environment. We spend a good deal of time and resources developing our staff, and there are opportunities for development and promotion – all within a stunning two building site comprising a fully resourced modern block next to a magnificent 19th century gothic building.

The Extended Leadership Team

The Extended Leadership Team (ELT) consists of the Senior Leadership Team, the Heads of Learning Area, the Advanced Skills Teachers and the 2nd i/c of pastoral care. The ELT support the Principal in both the day-to-day running of the Academy and in shaping the medium and longer-term strategy for maintaining outstanding student outcomes.

The Head of Learning Area Role

We are seeking an outstanding teacher and subject leader who is ready to join the Extended Leadership Team. The successful candidate should be an English or Spanish specialist with the vision, grit and academic acumen to continue the Learning Area's success. You need to have a proven track record of raising attainment in your subject, as well as having had an impact in a department role. You need to care about students enough to never accept anything less than their best work and best behaviour, and be prepared to be relentless in your pursuit of excellence.

Key Accountabilities

- To join the Extended Leadership Team and ensure outstanding outcomes for students in the Learning Area
- To promote the Academy's ethos of high aspirations and outstanding performance in all areas
- To model, in everything you do, the Academy's values of courtesy, hard work and excellence
- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies
- To performance-manage teaching staff within your learning area
- To observe colleagues as part of their performance management and give objective feedback, setting targets where appropriate
- To keep abreast of developments in the curriculum and ensure that these changes are implemented in lesson delivery and schemes of learning
- To undertake duties, including senior duties, as directed and in accordance with Academy expectations
- To attend and support all Academy events, including parents' evenings and results days
- 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

Essential [E] or Desirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	<ul style="list-style-type: none">A proven track record of success in middle leadership	✓	✓	
E	<ul style="list-style-type: none">Ability to teach your subject at all key stages	✓	✓	✓
E	<ul style="list-style-type: none">A track record of supporting staff in improving their practice	✓	✓	
E	<ul style="list-style-type: none">A track record of supporting students to achieve superb outcomes in your subject area	✓	✓	✓
E	<ul style="list-style-type: none">Ability to reflect on your own and student performance in lessons and adapt practice accordingly	✓		✓
E	<ul style="list-style-type: none">Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in practical and written work	✓		✓
E	<ul style="list-style-type: none">Effective planning, assessment and record keeping	✓	✓	
E	<ul style="list-style-type: none">Ability to work independently and as part of a team, contributing to INSETs		✓	
E	<ul style="list-style-type: none">Ability to develop and maintain positive relationships with teachers, support staff and parents	✓		

E	<ul style="list-style-type: none"> Excellent classroom management and efficient organisation of resources 	✓	✓	✓
Qualifications				
E	<ul style="list-style-type: none"> A good degree in a relevant subject 	✓	✓	
E	<ul style="list-style-type: none"> Qualified Teacher Status (QTS) 		✓	
IT knowledge				
D	<ul style="list-style-type: none"> Expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point) 		✓	
D	<ul style="list-style-type: none"> Ability to swiftly adapt to and utilise new/various systems/software 		✓	
D	<ul style="list-style-type: none"> Capable of making effective and appropriate use of ICT in lesson delivery and within the learning area 		✓	✓
Behavioural Competencies				
E	<ul style="list-style-type: none"> Superb communication and interpersonal skills 	✓		✓
E	<ul style="list-style-type: none"> The ability to set, monitor progress towards, and achieve short, medium and long term targets for your area of responsibility 	✓	✓	
E	<ul style="list-style-type: none"> Ability to meet all deadlines internally and externally ensuring output consistently is of an exemplary standard 	✓		
E	<ul style="list-style-type: none"> The upmost integrity and high levels of motivation and commitment. 	✓		
E	<ul style="list-style-type: none"> Proactive approach and efficient time management and prioritisation skills 	✓		
E	<ul style="list-style-type: none"> 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 	✓	✓	
Applicable to all staff				
E	<ul style="list-style-type: none"> Undertake training as required to in order to fulfil the requirements of the role 	✓	✓	✓
E	<ul style="list-style-type: none"> 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 	✓	✓	✓
E	<ul style="list-style-type: none"> Play an active role in terms of Safeguarding all students and adults 	✓	✓	✓

Mossbourne Federation reserves the right to modify the above contents in order to ensure the needs of the Federation and the students are being met. The above list is not a comprehensive list; it simply outlines the expectations for this role. Mossbourne Federation provides equal employment opportunities to all employment applicants and employees without regard to race, colour, religion, gender, sexual orientation, national origin, age, disability or status. This post is subject to an enhanced DBS disclosure. The post holder must be committed to safeguarding the welfare of children.