

Job Title:	Head of Latin and Classics	Salary:	Main Pay Scale + £1,600 Mossbourne Main Pay Scale Allowance + TLR	Contract Term:	Permanent
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Responsible to:	HOLA Languages	Responsible for:	Leadership of KS3-5 Latin and KS5 Classics
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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. Over the last twelve years 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 Community Academy

The Mossbourne Federation's flagship academy, Mossbourne Community Academy (MCA) is built on high expectations and doing right by the pupils in our care in order for them to succeed. 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 for setting a new benchmark for non-selective comprehensive education. All pupils, regardless of background or ability, are encouraged to achieve their true potential and the behaviour of our pupils 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 pupil's lives for the better' because that is what we do, year on year.

The Languages Department

The Languages Learning Area at Mossbourne Community Academy provides a first-class education for students in Spanish, French, Latin, Classics and Turkish. The vast majority of students undertake a qualification in a language at GCSE level and many opt to continue their studies at A-level.

The Learning Area consists of a team of highly motivated, driven and passionate teachers who are absolutely committed to delivering an outstanding curriculum that empowers students to not only achieve excellent academic outcomes, but equally, enhances their understanding and appreciation of a variety of languages and cultures, resulting in resolute well-rounded individuals who can communicate effectively in a second language. The Learning Area is very well resourced and comprises:

- Detailed and fully resourced Schemes of Work

- Rigorous monitoring and tracking systems to ensure progress for all students
- Regular and personalised Professional Development for staff
- Interactive whiteboards and visualisers to maximise teaching and learning opportunities
- Opportunities to enhance the learning experience through trips, visits and guest speakers

The Head of Latin and Classics role

Mossbourne Community Academy is seeking to appoint a talented teacher, with outstanding leadership potential, for the position of Head of Latin and Classics. The successful candidate will have the vision, drive and managerial skills to maintain an already successful department and ensure that excellent levels of attainment persist at both GCSE and A-level for Latin and Classics. Applicants will have an outstanding academic profile, excellent collaborative skills, and the capacity to maintain the profile of Latin and Classics at MCA among pupils, parents and the wider community. The successful candidate will have a total commitment to achievement in examination classes, delivered through imaginative teaching and learning, and impeccable organisation. They will have the ability to deliver and coordinate the very best teaching and learning from KS3 through to KS5.

Key Accountabilities

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

- Secure and sustain effective learning for pupils through leading the well-planned and organised teaching within the responsibility area, including the professional development of staff.
- To teach consistently outstanding lessons through KS3-KS5.
- To maintain the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils
- To actively promote and encourage the uptake of Latin for GCSE and Latin and Classics for A Level study
- Co-ordinate and develop schemes of work ensuring coverage of KS3, KS4 and Post 16 and sustain teaching and learning strategies.
- Lead, manage and support staff and pupils within the subject area to sustain motivation and commitment to high standards of learning and care.
- To monitor and be accountable for standards of pupil attainment and achievement within Latin and Classics and to support pupil progress.
- Organise the efficient record keeping of pupil attainment.
- Plan and be accountable for the effective deployment of allocated resources to secure high quality learning experiences.
- To act as line manager to those staff who teach Latin and Classics.
- To play a full part in the life of the school community by supporting the school aim, ethos, policies, procedures and routines.
- Ensure effective communication/consultation with pupils and parents.
- Report to line manager in accordance with school procedures.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.

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 and supporting inclusivity, diversity and anti-racism in every facet of what we do.

Person Specification				
Essential [E] or Desirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	<ul style="list-style-type: none">ability to teach Classics to KS5	✓	✓	✓
E	<ul style="list-style-type: none">ability to teach Latin to KS5	✓	✓	✓
E	<ul style="list-style-type: none">knowledge and understanding of how students learn a language	✓	✓	✓
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 reading, writing, speaking and listening	✓		✓
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 part of a team, contributing to department and whole school INSET		✓	
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">effective classroom management and efficient organisation of resources	✓	✓	✓
Qualifications				
E	<ul style="list-style-type: none">a good Latin/Classics based degree	✓	✓	
E	<ul style="list-style-type: none">high level of Latin			✓
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"> excellent analytical and multi-dimensional communication skills 	✓		✓
D	<ul style="list-style-type: none"> strategic approach, ability to see the 'big picture' and also think 'outside of the box' 	✓		
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"> must have the upmost integrity as well as 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 so 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.