

JOB DESCRIPTION

POSITION	Head of Learning Area for Languages
SALARY	Leadership Pay Scale Spine Point 5 to 9
START DATE	1 st September 2024 [Inset days 28 th and 29 th August 2024]
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	SLT
RESPONSIBLE FOR	Languages Learning Area
LOCATION	Mossbourne Victoria Park Academy
KEY WORKING RELATIONSHIPS	SLT, ELT, 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.

The Mossbourne Federation consist of four academies: Mossbourne Community Academy (MCA) secondary and sixth form, Mossbourne Victoria Park Academy (MVPA) secondary, Mossbourne Parkside Academy (MPA) and Mossbourne Riverside Academy (MRA) both 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 Victoria Park Academy (MVPA)

At Mossbourne Victoria Park Academy we are continuing to build on the Federation's ethos of providing an exceptional education for all our students. With children at the heart of everything we do, Mossbourne Victoria Park Academy continues to raise expectations and achievement in Hackney and its neighbouring boroughs, with the belief that all students can fulfil their true potential. Our students receive great lessons, enjoy a vibrant enrichment programme and have access to our oratory specialism. Our outstanding teaching staff work in a rewarding environment where everyone pulls together for the same thing, the best possible deal for our students.

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

The Extended Leadership Team

The ELT consists of the SLT, the Heads of Learning Area, the Pastoral Leads and the Senior Mossbourne Excellent Teacher. 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 superb standards in a growing school. The ELT, on a rota, run the senior detention and carry out senior duties, as well as being highly visible staff who are always available to support all staff in the Academy

Job Summary

We are seeking an outstanding leader and languages practitioner who is ready to join the Extended Leadership Team and lead one of the highest-performing learning areas in the academy and nationally. Year on year, the Learning Area enters all of its Year 11 cohort for a GCSE Language, which has been recognised by the Right Honourable Nick Gibb, for its success. The Languages Learning area is known for its collaborative and committed staff who are at the forefront of teaching and learning in the learning area. Alongside quality teaching and learning provision, the Learning Area hosts expertise in curriculum and CPD provision – informed by the learning of several members of the team who are examiners. Such quality and excellence have built a legacy of students who continue Languages to A-Level and beyond, as well as committed linguists who continue to learn languages and hold a global outlook.

We are looking for someone with the vision, grit and academic acumen to continue and further the learning area's success and continue to forge out the reputation that the learning area has as being a bastion of languages excellence. The

successful applicant will have a proven track record of languages teaching from Key Stage 3 to Key Stage 4 and will focus on continuing to drive up the attainment of all pupils as well as developing the languages team.

Main Duties & Responsibilities

Key responsibilities include, but are not limited to:

- To join the Extended Leadership Team and ensure outstanding outcomes for students in the Languages 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 lead a languages team with varied levels of experience
- 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 support Languages teachers to be consistently outstanding practitioners through the planning and delivery of Learning Area INSET
- To monitor student progress at both key stages and effectively tackle underachievement
- To keep abreast of developments in the languages 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.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.
- To be a member of the pastoral team and, if required, a form tutor carrying out the associated responsibilities
- To model, in everything you do, the Academy's values of courtesy, hard work, integrity, resilience and excellence.
- To take part in the academy's wider curriculum offer including PSHCERSE, Bourne Scholar and Enrichment as required.

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Person Specification				
Essential or Desirable [E or D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	Ability to teach your subject at both key stages	X	X	X
E	A proven track record of success in middle leadership	X	X	
E	A track record of supporting staff in improving their practice	X	X	
E	A track record of supporting students to achieve superb outcomes in your subject area	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 practical and written work	X		X
E	Effective planning, assessment and record keeping	X	X	
E	Ability to work independently and as part of a team, contributing to Languages INSETs		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 a relevant subject.	X	X	
E	Qualified Teacher Status (QTS)		X	
IT knowledge				
D	Expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point).		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 and multi-dimensional communication skills	X		X
E	The ability to set, monitor progress towards, and achieve short, medium and long term targets for your area of responsibility	X	X	
E	Ability to meet all deadlines internally and externally ensuring output consistently is of an exemplary standard	X		
E	The upmost integrity and 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 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	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.