



Mossbourne  
Federation

# **Head of Learning Area - Modern Foreign Languages**

## **Extended Leadership Team**

### **Job Description**



<b>POSITION</b>	Head of Learning Area, Modern Foreign Languages, and member of Extended Leadership Team
<b>SALARY</b>	L3-L7 £55,822 - £61,582 + Transformation Bonus Year 1 £5,000 Year 2 £3,000 Year 3 £1,000
<b>START DATE</b>	1 <sup>st</sup> September 2026 or sooner for the right candidate
<b>HOURS</b>	40 hours per week
<b>FULL TIME EQUIVALENT</b>	Full Time, 52.143 weeks per annum
<b>CONTRACT TYPE</b>	Permanent
<b>RESPONSIBLE TO</b>	Senior Leadership Team
<b>LOCATION</b>	Mossbourne Fobbing Academy
<b>KEY WORKING RELATIONSHIPS</b>	SLT, ELT, Teachers, Support staff, 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 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)

Having joined the Mossbourne Federation in January 2025, Mossbourne Fobbing Academy (MFA) is on track to become a beacon of educational excellence both in Thurrock and across the country. Indeed, in 2024-25 our GCSE and A Level students attained outcomes which broke academy records, revolutionised opportunities, and signalled a step-change in what our students achieve.

We are changing the face of education in Thurrock and raising the bar in educational expectations; if you want to be part of that journey then read on.

MFA 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 having extremely high expectations of our students and the conviction that teaching and learning, and safeguarding, come first. We expect the highest standards of behaviour so that students can focus on learning in an environment that supports them to feel, and be, safe. This means our teachers plan carefully, and with expertise, and are able to focus on teaching lessons of the highest standard so students acquire the knowledge, character and qualifications to unlock aspirational pathways.



Our students capitalise on a fantastic range of facilities that encourage them to nurture and pursue their passions in sports and the arts. 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. MFA students leave ready to make their mark on the world.

If you want to be part of the team that is improving the life chances of our students, then read on.

### **The Extended Leadership Team (ELT)**

The ELT consists of the Principal, the Senior Team, Pastoral Leads and the other Heads of Learning Area. The ELT support the Principal and Senior Team in both the day-to-day running of the Academy and in shaping the medium and longer-term strategy for maintaining superb standards for our staff and students. 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.

### **The Modern Foreign Languages (MFL) Learning Area**

With GCSE Spanish compulsory for all students, the Modern Foreign Languages (MFL) Learning Area is a central element of the Mossbourne curriculum and is, subsequently, an exciting place to teach languages. We are a team committed to equipping students with the linguistic competence, cultural awareness and academic discipline required for success in future study and for confident engagement with the wider world.

Students study Spanish throughout Key Stage 3, following a carefully sequenced curriculum that builds secure foundations in vocabulary, grammar and core language structures. This ensures students are well prepared for their progression to GCSE Spanish.

Teachers work collaboratively through regular Curriculum Development Time, shared assessment design and moderation, including engagement with colleagues across the Mossbourne Federation. Teaching is supported through the use of structured booklets, knowledge organisers and retrieval routines to secure long-term learning.

All MFL classrooms are well resourced and benefit from interactive whiteboards and visualisers to support high-quality modelling and explanation. Students also have access to digital platforms, including ActiveLearn, to support independent practice and consolidation beyond the classroom.

Although set to grow in the years to come, the team currently consists of four committed subject specialists who work closely together and achieved much-improved results in 2025 with 65% of students recording a grade 5+ and 30% a grade 7+.

### **Job Summary**

We are seeking an outstanding leader and practitioner who is ready to join the Extended Leadership Team and lead this crucial learning area. We encourage applications from teachers with experience leading a department as well as middle leaders who are looking to make the step up to their first head of department role. The ability to teach your subject to Key Stage 5 is an advantage but not a pre-requisite. The successful applicant will be passionate about their subject, have excellent subject knowledge and have the determination and ambition to lead a high-performing team. They will be well organised, willing to go the 'extra mile' and will embody the high standards that we expect from all. They will be instrumental in ensuring that outstanding teaching and learning is secured and maintained in the learning area.

### **Main Duties & Responsibilities**

- 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.
- To promote and be 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.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.

Person Specification				
E Essential  Or D Desirable	Requirements	Assessment Criteria		
		App Form	Task	Intervi ew
<b>Experience</b>				
E	A proven track record of success in middle leadership	X	X	
D	Ability to teach your subject at all key stages	X	X	X
E	A track record of supporting staff in improving their practice	X	X	
E	Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students	X		X
E	Ability to reflect on your own and student performance in lessons and adapt practice accordingly	X	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
E	Effective planning, assessment and record keeping	X	X	
E	Ability to work independently and as part of a team, contributing to INSETs	X		X
E	To develop & maintain positive relationships with all stakeholders	X	X	
E	Effective classroom management and efficient organisation of resources	X	X	X
<b>Qualifications</b>				



E	A good degree in the subject or a related subject.	X		X
E	Qualified Teacher Status (QTS).		X	
<b>IT knowledge</b>				
D	Expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point).		X	
D	Ability to swiftly adapt to and use a variety of software systems.		X	
D	Capable of making effective and appropriate use of ICT in lesson delivery and within the learning area.		X	X
<b>Behavioural Competencies</b>				
E	Excellent analytical and multi-dimensional communication skills	X		X
D	Strategic approach, ability to see the 'big picture'	x		
E	Commitment to meeting deadlines internally and externally ensuring output consistently is of an exemplary standard	X		
E	Ability to meet all deadlines internally and externally ensuring output consistently is of an exemplary standard	X		
E	The upmost integrity and exceptional motivation & commitment.	X		
E	Proactive approach with efficient time management & prioritisation skills.	X		
E	Genuine interest in & passion for the education of young people & the will to contribute to the wider life & community of the Federation.	X	X	
<b>Applicable to all staff</b>				
E	Undertake training as required to fulfil the requirements of the role	X	X	X
E	Support Mossbourne through your actions & attitude, adjusting performance and practice in accordance with Federation initiatives and directives.	X	X	X
E	Recognise your role as part of the success of Mossbourne.	X	X	X
E	Play an active role in the safeguarding of 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 the 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.***