



Mossbourne  
Federation

# Head of Learning Area Modern Foreign Languages – Member of the Extended Leadership Team

## Job Description

Date last reviewed on:	26/03/2026
Date to be revised on:	



<b>POSITION</b>	Head of Learning Area Modern Foreign Languages – Member of the Extended Leadership Team
<b>SALARY</b>	Leadership Pay Scale L5 £66,935.00 - L9 £72,858.00 per annum
<b>START DATE</b>	1st September 2026 [Plus Inset days]
<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 Community Academy
<b>KEY WORKING RELATIONSHIPS</b>	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 seven academies: Mossbourne Community Academy (MCA), Mossbourne Fobbing Academy (MFA), secondary and sixth form, Mossbourne Victoria Park Academy (MVPA), Mossbourne Port Side Academy (MPSA) secondary, Mossbourne Parkside Academy (MPA), Mossbourne Riverside Academy (MRA), Mossbourne Herd Lane Academy (MHLA) 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 Community Academy (MCA)

The Mossbourne Federation’s flagship academy, Mossbourne Community Academy (MCA) is built on high expectations and doing right by the students in our care. We are driven to ensure that MCA students have future choices and opportunities, succeed in their chosen career pathways, and make positive contributions to society. 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, and annually, for setting a new benchmark for non-selective comprehensive education.

All students, regardless of race, gender, background, or ability, are encouraged to achieve their true potential and the behaviour of our students 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, starts with the sentence ‘Mossbourne Community Academy changes student’s lives for the better’, because that is what we do, year on year. In 2023, Mossbourne Community Academy was named the top comprehensive school in London in The Sunday Times ‘Good Schools Guide’, In 2025 Mossbourne Community Academy was named number 5 in the UK of non-selective state schools. Such recognition is a testament to the pride, hard work and dedication of our staff body, students, and parents. We want brilliant educators to join our brilliant team of teaching and support staff, so Mossbourne Community Academy continues to go from strength to strength, and our children get the education they deserve.



### **Extended Leadership Team**

The Extended Leadership Team (ELT) brings together senior and middle leaders who support the Principal in both the day-to-day running of the Academy and the development of its strategic direction 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. As role models of excellence, ELT members work collaboratively to uphold high standards, drive outstanding student outcomes, and contribute to the continuous improvement of teaching, learning, and pastoral care across the Academy.

### **Languages Learning Area**

Languages is a vibrant and dynamic learning area, distinguished by its strong uptake and commitment to linguistic excellence. Every student studies Spanish, with some also learning French and Latin. Additionally, we have a dedicated Turkish teacher supporting students to pursue GCSE and A Level Turkish. Unlike many schools, we enter over 95% of our Year 11 cohort for a GCSE language each year—a remarkable achievement recognised by the Right Honourable Nick Gibb.

The Languages Learning Area is known for its collaborative and committed staff, who are at the forefront of teaching and learning. Our team includes experienced examiners, ensuring expertise in curriculum design and CPD provision. This commitment to excellence has built a strong legacy, with students regularly progressing to Oxbridge to read languages-based degrees.

Beyond the classroom, our thriving extracurricular programme includes language clubs that celebrate cultural diversity and deepen linguistic skills. We also host a dedicated Learning Area Enrichment Week, immersing students in the celebration of languages through a range of engaging activities and events.

We are seeking an enthusiastic and dedicated individual with the passion and expertise to contribute to the continued success of the Learning Area. The successful candidate will be committed to high-quality language teaching and the development of students' linguistic skills, helping to raise attainment and inspire a love of languages.

### **Job Summary**

We are seeking an outstanding leader and language practitioner who is ready to join the Extended Leadership Team and lead one of the most diverse, and highest-performing learning areas in the academy and nationally. Year on year, the Learning Area enters over 95% 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 has built a legacy of regularly sending students to Oxbridge universities to read a languages-based degree.

We are looking for someone with the vision, determination, 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 5 and will focus on continuing to drive up the attainment of all pupils as well as developing the languages team.



### **Key Responsibilities & Accountabilities**

- 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 large 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 all 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



Person Specification				
E Essential or D Desirable	Requirements	Assessment Criteria		
		App Form	Task	Interview
<b>Experience</b>				
E	Ability to teach your subject at all 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 drama 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
<b>IT knowledge</b>				
D	Advanced knowledge of the Microsoft Office Suite, specifically Word and Excel is an essential requirement of the role	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	
<b>Behavioural Competencies</b>				
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
<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.***