



Mossbourne
Federation

Head of Music and Teacher of Music

Job Description

Date last reviewed on:	
Date to be revised on:	



POSITION	Head of Music and Teacher of Music
SALARY	Teachers' Main Payscale/UPS plus £1200 Mossbourne Allowance plus TLR (0.4)
START DATE	1 st September 2026
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	Head of Learning Area – Expressive and Performing Arts
RESPONSIBLE FOR	N/A
LOCATION	Mossbourne Fobbing Academy
KEY WORKING RELATIONSHIPS	SLT, 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 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 Expressive and Performing Arts Learning Area

Expressive and Performing Arts is a huge part of our offer at Mossbourne Fobbing Academy. We have a celebrated history of fantastic productions, internationally recognised alumni, and a community full of passion and love for the Arts. The learning area



consists of Art, Dance, Drama, Food Technology, Music, Photography and Physical Education, supported by a range of specialist facilities that enrich learning and provide students with authentic, high-quality creative experiences.

Our bespoke Drama Studio, fully equipped Dance Studio, professional-standard Photography Suite and extensive sports facilities allow students to train, rehearse and create in environments that mirror real industry settings. These spaces elevate the quality of teaching and learning, giving students the confidence and technical grounding to excel in performance, production, choreography and physical development.

The learning area delivers high-attaining exam courses at both GCSE and BTEC, offered across Key Stages 4 and 5, ensuring students can pursue rigorous academic and vocational pathways that prepare them for further study and future careers in the creative industries. Our strong enrichment programme includes theatre and gallery visits, workshops, performance opportunities, sports fixtures and overseas trips, all of which broaden students' horizons and deepen their engagement with the Arts.

Our facilities also provide the foundation for the broad and exciting range of extra-curricular opportunities that play an important role in the life of the school. Staff in the Expressive and Performing Arts Learning Area are passionate specialists who collaborate closely in the pursuit of excellence; it is a dynamic, inspiring team to be part of. Responsibility for the learning area is shared between the Head of Learning Area (HoLA), a second in charge and heads of department across the remaining subjects, ensuring strong leadership and a clear vision for continued success.

The Music Department

Our Music Department is a high-attaining, innovative community where students develop their musicianship through expert teaching, industry-aligned practice and a rich culture of performance. At KS4 and KS5, students can pursue both academic and vocational music courses, giving them the technical skills, professional awareness and real-world experience needed for future study or careers in the music industry. Learners take part in high-quality concerts, showcases and collaborative performances that mirror professional standards and build confidence on stage.

The department also offers a strong programme of peripatetic music lessons, giving students the opportunity to learn a wide range of instruments, including voice, with specialist tutors. This personalised tuition supports students at every level, from beginners to advanced performers, and enriches the musical life of the academy.

Job Summary

We are looking for somebody ready to help lead a brilliant Music department. The successful applicant will lead in conjunction with the current part time Head of Music, leading the department on their own for two days a week and working closely with the current Head of Music on the remaining three days. The successful applicant will be passionate about teaching Music and taking extra-curricular rehearsals. They will be able to teach Music at KS3, KS4 and KS5. They will be well organised, energetic and willing to go the 'extra mile'. They may have previous leadership experience or be looking for their first opportunity to lead a department. They will believe that all students can succeed in Music. As a teacher at Mossbourne, you will receive guidance, support and a CPD package that is both rigorous and effective; you will work alongside outstanding practitioners who share a vision to always succeed.

Main Duties & Responsibilities

- To ensure outstanding outcomes for students in the Music Department
- 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 take responsibility for all outcomes in Music
- To create a Departmental Action Plan and to ensure that all actions are completed in the timescales required
- To model outstanding practice in Music
- To performance-manage teaching staff within your department.
- To oversee the peripatetic music offer
- To manage the Music budget
- To observe colleagues as part of their performance management and give objective feedback, setting targets where appropriate



- To keep abreast of developments in the Music 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 maintain the learning environment and the infrastructure within the music department
- To resource the music department
- To plan and deliver an outstanding series of INSET, designed to develop staff and optimise learning outcomes
- To work with Senior Leaders and HOYs to ensure that the behavioural and safeguarding protocols are adhered to in the music department
- To manage and develop relationships with key outside providers
- To maintain all the equipment required in Music lessons
- To promote Music within the Academy in order to recruit suitable cohorts for Music at KS4 and KS5
- To liaise with IT services to maintain the music mac suite
- To be a member of the pastoral team and, if required, a form tutor carrying out the associated responsibilities.
- 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		
		Interview	Application Form	Task / Lesson
Experience				
D	A proven track record of success in middle leadership	X	X	
E	Ability to teach your subject at all key stages	X	X	X
D	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, contribute to INSETS		X	
E	To develop & maintain positive relationships with all stakeholders	X		
E	Effective classroom management & efficient organisation of resources	X	X	X
Qualifications				
E	A good degree in the subject or a related subject	X	X	
E	Qualified Teacher Status (QTS)		X	
IT knowledge				
D	Expert knowledge of the MS Office Applications		X	
D	Ability to swiftly adapt to and utilise new/various systems / software		X	
D	Effective & appropriate use of ICT in lessons & across Learning Area		X	X
Behavioural Competencies				
E	Excellent analytical and 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	Commitment to meeting deadlines internally and externally ensuring output consistently is of an exemplary standard	X	X	
E	The upmost integrity and high levels of motivation & commitment.	X		
E	Proactive approach & efficient time management & prioritisation skills	X		
E	Genuine interest & passion for the education of young people & the will to contribute to the wider life & 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	Recognise your role as part of the succession of Mossbourne	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. 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. 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.