

POSITION	HOLA for Performing Arts and Sport
SALARY	Leadership Scale – Spine Point 1-7
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52.143 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	SLT
RESPONSIBLE FOR	Standards of teaching, assessment and attainment in Music, Drama and Physical Education. The wider curriculum in the areas of Performing Arts and Sport
LOCATION	Mossbourne Victoria Park Academy
KEY WORKING RELATIONSHIPS	Principal, 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 consists 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

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.

The Head of Learning Area Role

The Academy is looking for an outstanding leader to join the Extended Leadership Team. This role will be fundamental to maintaining the learning environment in which Mossbourne students excel. As a HOLA you will be the driving force in maintaining and sustaining high standards in several curriculum departments and ensuring the successful growth of the Mossbourne Federation.

The Learning Area includes three separate curriculum subjects - Music, Drama and Physical Education – as well as being responsible for much of the academy's wider curriculum offer e.g. Academy Production, Sports Day, Always There, MossFest. Subjects are housed in a custom-designed building which includes a drama studio, a chapel, a sports hall, a music room, a Mac

suite and several music practice rooms. As part of the role you will be required to be a Head of Department in PE, Music or Drama.

The role is both demanding and rewarding and requires an outstanding leader who is robust, rigorous, pays close attention to detail and has superb communication and interpersonal skills. We are looking for someone who can see problems and solve them, someone who can spot opportunities for improvements and action them. HOLAs are completely responsible for all aspects of their learning area, including the quality of teaching and learning; assessment; behaviour; the quality of the environment in that learning area; budget and staffing.

The Academy invites applications from candidates who are well-organised, creative and focused on the attainment of all learners.

JOB SUMMARY

Main Duties & Responsibilities

- As a HOLA, you will join the Extended Leadership Team and will be expected to lead in driving forward the high standards for which Mossbourne is renowned.
- To take the lead role in raising the standards of achievement, attainment and behaviour in your Learning Area and in promoting 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, integrity, resilience and excellence.
- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies.
- To performance-manage teaching staff within your learning area.
- To conceive, communicate and deliver a vision for how the learning area will continue to improve.
- To monitor the quality of teaching, assessment and behaviour in the Learning Area, supporting staff to achieve excellence in all three.
- To set homework in accordance with Learning Area policy and to mark work regularly to aid progression, keep clear records of attainment and follow up on non-submission.
- To keep abreast of developments in their subject areas 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 supervise prep.
- To take part in the academy's wider curriculum offer including PSHCERSE, Bourne Scholar and Enrichment as required.
- To attend and support all Academy events, including concerts, 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.

Person Specification				
E Essential Or D Desirable	Requirements	Assessment Criteria		
		Interview	Application Form	Task / Lesson
Experience				
E	A proven track record of success in middle leadership	X	X	
E	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	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		
E	Ability to develop and maintain positive relationships with teachers, support staff and parents	X		
E	Ability to select 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 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	Strong working 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 communication and interpersonal 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		
E	Commitment to meeting deadlines internally and externally ensuring output consistently is of an exemplary standard	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.