

Job title:	Head of Drama	Salary:	Main Scale plus £1600 Mossbourne allowance plus TLR 2C	Contract term:	Permanent Full time
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Responsible to:	HOLA Performing Arts	Responsible for:	
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Mossbourne Federation

The Mossbourne Federation is the realisation of Sir Clive Bourne's dream to provide the children of Hackney with an outstanding education. Since 2004 the Federation has nurtured Sir Clive's dream by fostering kind, courteous, hard-working and well-rounded learners by providing an outstanding education based on the core values of 'Excellence', 'No Excuses' and 'Unity'. Through upholding these core values, Mossbourne will be the first academy federation whose schools are without exception, exceptional.

The Federation's calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field and academically. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning within The Mossbourne Federation.

The Mossbourne Federation comprises four academies: Mossbourne Community Academy (secondary and which includes The Mossbourne Federation Sixth Form), Mossbourne Victoria Park Academy (secondary), Mossbourne Parkside Academy (primary) and Mossbourne Riverside Academy (primary).

Mossbourne Community Academy

The Mossbourne Federation's flagship academy, Mossbourne Community Academy (MCA) is built on high expectations and doing right by the pupils in our care in order for them to succeed. 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 for setting a new benchmark for non-selective comprehensive education. All pupils, regardless of background or ability, are encouraged to achieve their true potential. With outstanding GCSE and A-level results, year on year, Mossbourne Community Academy is placed within the top 1% of schools in the country.

The Performing and Expressive Arts Learning Area

The main teaching area is the School Auditorium; a fully functioning theatre space with lighting, sound and technical facilities. The drama facilities also include an additional studio space - a more intimate teaching and performance area, also fully equipped with lighting and sound facilities. Music, the Academy's specialism comprises an open-plan classroom for practical music making, a state of the art music ICT suite (running Logic and Sibelius), a recording studio, several practice rooms and an extensive instrumental resource.

The Head of Drama Role

The successful applicant will be passionate about drama and drama education and have the drive and ambition to lead and manage a department. They will be well organised, energetic and willing to go the 'extra mile'. They will hold Qualified Teacher Status (QTS), have a proven track record of successful drama teaching across different key stages and believe that all students can succeed in drama. They will have excellent knowledge of drama at both GCSE and A-level.

Key Accountabilities

The post holders key responsibilities are, but not limited to:

- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies
- To work with the Head of Learning Area to ensure the effective provision of teaching and learning in drama
- To enable the teachers of drama to deliver a high quality drama curriculum, which is engaging and accessible to all.
- To plan and deliver high-quality, differentiated lessons on a day-to-day basis
- To manage the development of schemes of work
- 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 drama and ensure that these changes are implemented in lesson delivery and schemes of work
- To organise and run enrichment opportunities and support interventions for students within drama, including the extension class programme, G&T sessions, trips etc.
- To undertake duties 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 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

Essential [E] or Desirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	<ul style="list-style-type: none"> • Ability to teach Drama at KS3, KS4 and KS5 	✓	✓	✓
E	<ul style="list-style-type: none"> • Be able to lead and manage a department 	✓	✓	✓
E	<ul style="list-style-type: none"> • Be focussed on raising the attainment of 	✓	✓	✓

	all pupils within their department and developing their team			
E	<ul style="list-style-type: none"> Knowledge and understanding of how students learn drama 	✓	✓	✓
E	<ul style="list-style-type: none"> Ability to reflect on your own and student performance in lessons and adapt practice accordingly 	✓		✓
E	<ul style="list-style-type: none"> Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in practical and written work 	✓		✓
E	<ul style="list-style-type: none"> Effective planning, assessment and record keeping 	✓	✓	
E	<ul style="list-style-type: none"> Ability to work independently and as part of a team, contributing to drama INSETs 		✓	
E	<ul style="list-style-type: none"> Ability to develop and maintain positive relationships with teachers, support staff and parents 	✓		
E	<ul style="list-style-type: none"> Effective classroom management and efficient organisation of resources 	✓	✓	✓
Qualifications				
E	<ul style="list-style-type: none"> A good degree in a drama based subject 	✓		✓
E	<ul style="list-style-type: none"> Qualified Teacher Status (QTS) 		✓	
IT knowledge				
D	<ul style="list-style-type: none"> Expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point) 		✓	
D	<ul style="list-style-type: none"> Ability to swiftly adapt to and utilise new/various systems/software 		✓	
D	<ul style="list-style-type: none"> Capable of making effective and appropriate use of ICT in lesson delivery and within the learning area 		✓	✓
Behavioural Competencies				
E	<ul style="list-style-type: none"> Excellent analytical and multi-dimensional communication skills 	✓		✓
D	<ul style="list-style-type: none"> Strategic approach, ability to see the 'big picture' and also think 'outside of the box' 	✓		
E	<ul style="list-style-type: none"> Ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard 	✓		
D	<ul style="list-style-type: none"> Be an integral member of the Drama department with the initiative to work independently with minimal supervision 	✓		

E	<ul style="list-style-type: none"> Must have the upmost integrity as well as high levels of motivation and commitment 	✓		
E	<ul style="list-style-type: none"> Proactive approach and efficient time management and prioritisation skills 	✓	✓	
E	<ul style="list-style-type: none"> 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 	✓	✓	
Applicable to all staff				
E	<ul style="list-style-type: none"> Undertake training as required to so in order to fulfil the requirements of the role 	✓	✓	✓
E	<ul style="list-style-type: none"> 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 	✓	✓	✓
E	<ul style="list-style-type: none"> Recognise your role as part of the succession of Mossbourne 	✓	✓	✓
E	<ul style="list-style-type: none"> Play an active role in terms of Safeguarding all students and adults 	✓	✓	✓

Mossbourne Federation reserves the right to modify the above contents in order to ensure the needs of the Federation and the students are being met. The above list is not a comprehensive list; it simply outlines the expectations for this role. 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. This post is subject to an enhanced DBS disclosure. The post holder must be committed to safeguarding the welfare of children.

CEO Signature:

I confirm I understand and accept the duties and responsibilities associated with this role:

Employee Name:

Employee Signature:

Date: