



Morecambe Community High School

| Person specification form | | |
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| Job title: Teacher of English | Grade: MPS / UPS / NQT | |
| Directorate: Children and Young People | | |
| Establishment or team: Faculty of English | | |
| Requirements (based on the job description) | Essential (E) or desirable (D) | To be identified by: application form (AF), interview (I), test (T), or other (give details) |
| Qualifications | | |
| <ul style="list-style-type: none"> A good honours degree or its equivalent in English A PGCE or its equivalent | E | AF |
| <ul style="list-style-type: none"> Completion of other higher qualifications, e.g. NPQML, MA, etc | D | AF |
| Experience | | |
| <ul style="list-style-type: none"> Evidence of recent and successful good or better teaching at key stage 5 Evidence of recent and successful good or better teaching across key stages 3 and 4 Proven classroom management skills Experience of using a wide range of learning and teaching strategies Evidence of recent and successful experience supporting more vulnerable learners | D E E E E | I |
| <ul style="list-style-type: none"> Evidence of leading and delivering extra-curricular opportunities and the willingness to participate in these across the department and school Experience of successful mentoring Evidence of leading a successful curriculum development initiative and securing improvement. | D D D | AF/I |
| Knowledge, skills and abilities | | |
| <ul style="list-style-type: none"> High level knowledge of strategic planning and the use of analytical assessment to support this High level knowledge and understanding of at least good teaching practice, including Ofsted guidance, and strategies to achieve this High level knowledge and understanding of curriculum and assessment requirements and strategies for raising achievement, | E E E | I |

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| <ul style="list-style-type: none"> within the context of the subject High level knowledge and understanding of a range of effective monitoring and evaluation procedures and processes to support school improvement Good knowledge and understanding of ICT. | D E | |
| <ul style="list-style-type: none"> Broad knowledge and understanding of curriculum and assessment requirements and strategies for raising achievement, within the context of the subject. | D | I |
| <ul style="list-style-type: none"> Ability to lead high level strategic planning and developments, and ability to think analytically and set challenging targets and success criteria Skills and ability to build positive relationships Good understanding of curriculum developments in the subject, strategies for raising achievement and experience of monitoring students learning Effective written and oral communication skills, including presentation skills, and good or better ICT skills Ability to work individually and as part of a team, including maximising opportunities for sharing good practice Organisational and time management skills Ability to work with senior leaders and to build a positive relationships with stakeholders and other professionals Ability to demonstrate accountability of self, the possession of flexible skills, the willingness to undertake any necessary training, and a high capacity to grow and develop. | D E E E E E E E | AF/I |
| <ul style="list-style-type: none"> High level ICT skills Ability to analyse and use data for school improvement | D D | I |
| <ul style="list-style-type: none"> Other (including special requirements) Have a love of and infectious enthusiasm for teaching Demonstrate a passion for making a difference to the learning outcomes of all students Outstanding interpersonal skills and the ability to relate closely with wide ranging groups of people Ability to work collaboratively or in partnership with others Have a high capacity to grow and develop as a professional and demonstrate ambition Integrity, adaptability and demonstration of resilience and emotional maturity High level conceptual thinking, innovative and decisive Self-driven and ability to work at a pace Demonstrates high level professionalism in all aspects of work Excellent sense of humour Personal drive and self-starter. | E E E E E E E E E E | I |

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| <ul style="list-style-type: none"> • Commitment to safeguarding and protecting the welfare of children and young people • Commitment to equality and diversity • Commitment to health and safety • Commitment to sustaining regular attendance at work | E E E E | |
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| Note: We will always consider your references before confirming a job offer in writing. | | |