

# Morecambe Community High School



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

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

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