Morecambe Bay Academy
Job Application
Tutor of English 0.2FTE





Welcome from the Headteacher

Headteacher

Dear Applicant,

I am writing to you on behalf of Morecambe Bay Academy, where I serve as Headteacher. I am thrilled to inform you that we are seeking to appoint an exceptional individual to the position of English Intervention Tutor at our school.

As an Ofsted-rated "Good" school, we are on a continuous journey of school improvement, and we believe that the successful applicant for this role will play a crucial part in supporting our efforts. We are seeking a passionate and dedicated individual who shares our vision and values, and who is committed to helping our students reach their full potential.

In this role, you will have the opportunity to benefit from a range of professional development opportunities, including access to National Professional Qualifications (NPQs). This will not only enhance your own potential but also contribute to the overall growth and development of our school community.

We believe that every student belongs, believes, and achieves, and we are committed to creating an inclusive and supportive environment where all can thrive.





The Bay Learning Trust



If you share our passion for education and are ready to join our dedicated team, I encourage you to apply for this exciting opportunity. I look forward to receiving your application and the chance to discuss how you can contribute to the continued success of Morecambe Bay Academy.

Visits to the school are welcomed and encouraged. Please email Mrs Georgina Milce gmilce@morecambebayacademy.co.uk to arrange to visit and tour the school.

Sincerely

JK Pardoe

Jen Pardoe
Headteacher

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The Bay Learning Trust

Our Trust



The Trust was set up by Ripley St Thomas Church of England Academy in 2017. Ripley is a large Academy with over 1700 students, 400 of whom are in the Sixth Form. The Academy has been graded "Outstanding" in its last two Ofsted inspections. Ripley is a Teaching School and has its own SCITT (School Centred Initial Teaching Training), which was also graded "Outstanding" in 2017. It is also a National Support School.
In 2018 Carnforth High School joined the Trust family, who were then subsequently joined by Morecambe Bay Academy and Lancaster High School in 2019.

It has been very exciting to see the development of the Trust over the last eighteen months; we are now able to make a significant contribution to the education of young people in our local area. Our priority is to improve the quality of education in all our schools and so enhance the life chances of our young people. Equally importantly, we want to develop well-rounded and considerate students who will contribute to their local communities and make a positive difference wherever they are. An excellent education is about more than examination results!

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Morecambe Bay Academy

Vision and values

Morecambe Bay Academy is where every student belongs, believes, and achieves. We are a thriving community school with a rich history of excellence and big heart. We are dedicated to inspiring and transforming the lives of our students.

Through relentlessly high expectations, excellent teaching, unwavering support, and a culture of hard work and independence, we empower our students to dream big, pursue academic and personal excellence, and make a lasting positive impact on the world around them. At Morecambe Bay, our students find joy in their regular accomplishments, build lasting friendships, and develop into kind, resilient, and compassionate individuals who are proud to call this school their own.

Belong
We are kind and compassionate
We are respectful
We are honest and trustworthy

Believe
We seek out new challenges
We are resilient and determined
We have high aspirations

Achieve
We work hard
We pursue excellence
We persevere

Morecambe Bay Academy
Job Description

JOB DESCRIPTION:	Tutor of English 0.2FTE Fixed term until 31 July 2027 One day a week, to be agreed at interview
RESPONSIBLE TO:	Headteacher
GRADE:	MPS/UPS
Closing Date:	**9am 27 November 2026**
Interview:	W/C 30 November 2026
Start Date:	01 January 2027

Job Purpose:

To fulfil the professional responsibilities of a teacher, as set out in the School. To plan and support outstanding Maths intervention provision which will engage and motivate learners to develop and maintain key numeracy and communication skills in line with their current learning pathway. Assist in the smooth running of the school at all times

Role of the teacher

All staff are expected to model the following values, behaviours and attitudes:

Putting pupils first and being positive about young people
Committing fully to the safeguarding of pupils
Having a commitment to excellence and high standards in everything we do
Having, and communicating, the highest expectations of young people academically and personally
Having a commitment to social justice and equality of opportunity
Being committed to ethical behaviour: demonstrating integrity, honesty, resilience, professionalism, kindness and humility
Behaving in a professional manner with staff and pupils at all times, treating all members of the school community with dignity and respect
Contributing to the overall aims of the school by complying with and implementing school policies and by working collaboratively as part of pastoral and academic teams.
A willingness to contribute to school life beyond the curriculum

Morecambe Bay Academy

Job Description

To be effective in the classroom, all teachers are expected:

To be accountable for pupil progress in the classes they are responsible for
To have a secure knowledge and understanding of the relevant curriculum area and to keep up to date with current developments
To plan and teach challenging, well-organised lessons and sequences of lessons across the age and ability range in line with our Teaching and Learning Policy
To maintain the highest standards of pupil behaviour and conduct both inside and outside of the classroom and to follow the Behaviour Policy
To encourage resilience and hard work amongst pupils
To keep up to date with the assessment requirements for the subjects taught, including those relating to public examinations
To use both school and national data to evaluate the effectiveness of teaching, to monitor progress and to raise attainment
To use assessment and prior attainment as part of teaching to diagnose pupils' needs, set realistic and challenging targets for improvement and plan future teaching
To set and mark homework and to give feedback which is meaningful, in line with school policy
To contribute to the work of the department as instructed by the Head of Department in the development of syllabuses, teaching materials and schemes of learning

To develop professionally, all teachers are expected:

To be reflective practitioners and engage with further research and reading to inform and improve teaching
To receive and act on feedback to build on strengths and improve performance
To take ownership of their own professional development, engaging in professional development activities as appropriate to the teacher's career stage
To contribute to the professional development of others as appropriate to the teacher's own career stage
To develop knowledge and understanding of technology to support teaching
To keep up to date on current teaching, learning and behaviour management

strategies and know how to adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential

Morecambe Bay Academy
Job Description

To manage young people effectively, all teachers are expected:

To understand how young people develop and to make effective personalised provision for children with specific learning needs including higher prior attaining pupils
To act in the capacity of a Progress Tutor.
To manage pupils' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
To promote the self-control and independence of pupils through a range of behaviour management strategies and through developing pupils' social, emotional and behavioural skills
To know how to identify potential safeguarding issues and follow safeguarding procedures

To provide the best possible learning environment, all teachers are expected:

To establish a purposeful and safe learning environment which enhances learning
To be responsible for the safety of those working in the classroom; this include ensuring that the room is free from clutter and untidy storage, that faults are reported according to procedures laid down; in the case of teachers of practical subjects, this includes awareness of the dangers of equipment and material being used, availability of first aid materials, and knowledge of procedures in case of accidents

Safeguarding:

Morecambe Bay Academy is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area and will be subject to an Enhanced Disclosure check.

Key accountabilities (and specific duties / responsibilities):

Individual roles and responsibilities are assigned below; however, the academy exists as an entity and to ensure effectiveness it will be crucial to understand that all areas of work and responsibility are interrelated and interdependent.

Other duties

To ensure that GDPR principles are applied in all areas of work.

To work flexibly as part of the team to meet any emergencies that may arise

Morecambe Bay Academy

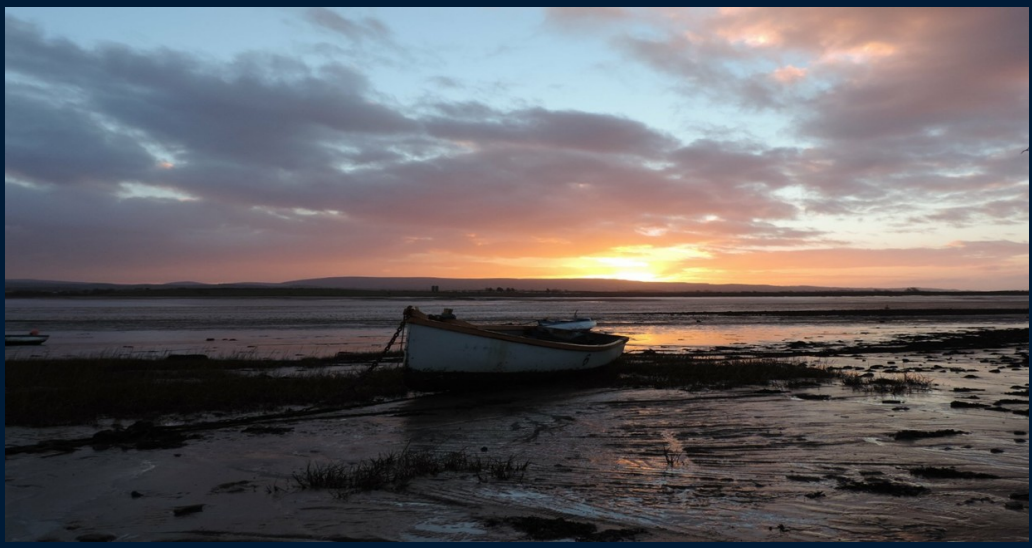
Person Specification

	Essential	Desirable
Qualifications	Qualified Teacher Status Successful teaching experience Evidence of Continuing Professional Development relevant to this role	NPQML, OTP or similar recognised qualification
Relevant Experience	Teaching Experience Evidence of successful teaching in the secondary sector Experience of teaching KS3-KS4 Involvement in extra curricular activities	Teaching Experience Experience of teaching KS5 Experience of teaching in more than one school
Knowledge	Expert knowledge of the National Curriculum,. Understanding of high-quality teaching and learning strategies in thesubjects Knowledge of guidance and requirements around safeguarding children Current educational issues Knowledge and use of ICT in schools	

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Person Specification

Skills	Ability to build effective working relationships with staff and other stakeholders Ability to adapt teaching to meet pupils' needs Ability to build effective working relationships with pupils Good IT skills Effective communication and interpersonal skills Ability to communicate a vision and inspire others Lead by example, showing integrity, resilience and courage Prioritise, plan and organise themselves Manage conflict Think creatively to anticipate and solve problems Listen to and reflect on feedback Develop effective teamwork
Personal Qualities	A commitment to achieving the best outcomes for all pupils Uphold and promote the ethos and values of the school Ability to work under pressure and prioritise effectively Maintain confidentiality at all times Commitment to safeguarding and quality





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