**Person Specification**

**Rainbow Base Lead Teacher**

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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * Qualified Teacher Status | * Further / Continued CPD | * Application Form |
| **Experience** | * Proven ability as an excellent classroom teacher * Working effectively in a team * Experience teaching children with complex special educational needs. | * Proven record of effective subject leadership * Experience of teaching across the whole primary age range * Experience teaching children with complex communication needs and/or Autism. | * Letter of Application Interview * References |
| **Knowledge, Understanding and Skills** | Knowledge and understanding of:   * What constitutes quality and high standards in learning and teaching * How the learning environment supports high standards * National Curriculum * Inclusion and strategies for engaging all learners * What constitutes appropriate and successful relationships with children * Principles of Assessment for Learning and a commitment to effective assessment * Understanding of monitoring, recording and reporting of pupil progress * A range of behaviour management strategies * Child protection and safeguarding issues * Strategies for teaching EAL and New to English children   Skills:   * Effective organisational skills * Ability to work well with parents and carers * Confident and competent user of ICT * Ability to plan for progression across the ability range, designing effective learning across a series of lessons | * Cross curricular learning and teaching * The preparation and administration of summative assessments for pupils with complex communication needs/Autism * Effective use of ICT to motivate and inspire learners * Commitment to the use of new technologies to enhance learning | * Letter of Application * Lesson Observation * Interview * References |
| **Leadership Skills** | * Commitment to maintaining the high standards of teaching and learning for all children. * Committed to the continuing professional development of all staff. * Calm, forward thinking and sensitive whilst managing a team. | * Proven record of effective leadership, i.e. subject leadership. | * Letter of Application * Interview * References |
| **Professional Values** | * High expectations * Learning should be fun * Commitment to practical learning * Willingness to use a variety of teaching strategies to engage all learners * Commitment to the personal development and well-being of children | * Support for an enriched curriculum through out of hours learning and educational visits | * Letter of Application * Lesson Observation * Interview * References |
| **Personal Qualities** | * Passionate about learning and teaching * Displays warmth, care and sensitivity in dealing with children * Open minded, self-evaluative and adaptable to changing circumstances and new ideas | * Brings personal interest and enthusiasms to the academy community | * Letter of Application * Interview * References |

*The GORSE Academies Trust is committed to safeguarding and promoting the welfare all children, and expects all staff, Governors and volunteers to share this commitment. The successful candidate will be subject to an enhanced Disclosure and Barring Service (DBS) check. We promote diversity and aim to establish a workforce which reflects the population of Leeds.*