**JOB DESCRIPTION**

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| Post Title: | **Lead Teacher, Rainbow Base** |
| Accountable To: | **Head of Rainbow Base** |
| Location: | **Rainbow Base, Richmond Hill Academy** |
| Scale | **MPR/UPR +TLR** |

**Job purpose:**

To support the Head of Rainbow Base in providing professional leadership and management of Rainbow Base, implementing the vision, policies and practices that will allow all its learners and its staff, to achieve the highest standards in all areas. To directly provide professional leadership, quality assurance and management of the resource provision and work alongside the Head of Rainbow Base to identify and implement strategic focus and outcomes.

**KEY RESPONSIBILITIES**

**Strategic Direction**

* Support the Head of Rainbow Base in developing strategic plans, underpinned by sound financial planning that identify priorities and targets to ensure inclusive provision with Richmond Hill Academy, helping learners in Rainbow Base to achieve the highest standards.
* Work with the Head of Rainbow Base to maintain a shared vision and develop future strategic plans, which will inspire and motivate learners, staff, parents/carers, commissioners and other stakeholders and ensure the long-term viability of Rainbow Base as an inclusive resource provision.
* Work with the Head of Rainbow Base and relevant others to monitor and review all aspects of teaching, attainment, priorities and targets on a regular basis putting in place effective intervention where necessary.

**Teaching and Learning**

* Provide teaching and learning on a daily basis, which secures excellent progress for the children in Rainbow Base and models to staff high expectations in terms of quality of provision.
* Deploy staff in such a way as to ensure high quality, personalised provision for each one of the 34 students currently in Rainbow Base.
* Lead on the delivery and monitoring of high quality and effective curriculum plans.
* Provide advice and support for staff across the academy working with learners with ASD.
* Ensure that provision in Rainbow Base and quality of teaching provided by all staff will form part of an outstanding judgement from Ofsted in our inspection in the academic year 21/22.
* Work alongside the Head of Rainbow Base to devise, implement and monitor appropriate professional development and training for all staff allocated to Rainbow Base.
* Working alongside the Head of Rainbow Base, identify the human and other resources needs of Rainbow Base and undertake elements of responsibility for the human and other resources delegated to the base.
* Take a leading role in ensuring that the health and safety of all learners, staff and visitors is protected and responsibility for the effective operation of all safeguarding procedures in Rainbow Base.
* Ensure that appropriate records are kept in line with academy policies and statutory guidance.
* Alongside the Head of Rainbow Base, undertake the performance and line management of some staff allocated to Rainbow Base.
* **Staff Management and Development**
* Ensure that all staff allocated to Rainbow Base receive regular performance reviews and have individual professional development plans to address professional needs.
* To lead on the day to day, operational management of Rainbow Base, such as dealing with staffing absence.
* To be involved in the recruitment of appropriate staff for Rainbow Base and, where appropriate, for the academy as a whole.

**Accountability**

* Ensure that all individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
* Ensure that learners, parents/carers, commissioners and other stakeholders are kept well informed about the priorities, curriculum, learners’ attainment and progress and successes.
* Contribute to ensuring that all appropriate measures are actively adopted and monitored for maintaining a safeguarding culture in Rainbow Base including compliance with all aspects of child protection.
* Regularly review own practice, set personal targets and take responsibility for own professional development.

**Personal Responsibilities:**

* Hold positive values and attitudes and adopt high standards of professional conduct.
* Carry out the duties and responsibilities of the post, in accordance with the Trust’s Health and Safety Policy and relevant Health and Safety Guidance and Legislation.
* Form positive professional relationships, and work in partnership with colleagues throughout TGAT.
* To willingly engage with training as required by the academy.
* Treat all aspects of the role with the strictest confidentiality.
* Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, equality and diversity and data protection, reporting all concerns to an appropriate person.

**Any Special Conditions of Service:**

* The post is subject to a satisfactory enhanced DBS background check, relevant right to work documentation, suitable references and a six -month probationary period
* Occasionally there may be a requirement to work off-site and undertake work outside normal office hours to meet the variable nature of workloads and deadlines and to support academy events.
* Contribution to the overall ethos/work/aims of the Trust.
* The Trust operates a No Smoking Policy.

*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.*