Lapwing

**PERSON SPECIFICATION LEAD TUTOR**

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| Requirement | Essential/Desirable | Measurement |
| Qualifications & TrainingEducated to degree levelQTS within Primary, Secondary or Further Education | EssentialEssential | Application |
| Knowledge & Experience5+ years teaching experienceTeaching a core subject and/or a range of subjectsWorking with young people with complex barriers to learningUsing ICT to aid teaching and learningKnowledge of best practice safeguarding in relation to working with children and young peopleExperience leading, managing and/or modelling best practice to colleagues | EssentialDesirableEssentialDesirableEssentialEssential  | Application/Interview |
| Specific SkillsCapability to deliver Functional Skills (English & maths) up to Level 2Ability to apply a variety of assessment methods to assess and monitor student progressAbility to plan creative sessions and adapt teaching style to individual student needsExcellent written communication, report writing and record keeping skillsExcellent verbal and non-verbal communication - ability to establish and maintain communication with studentsExcellent relationship building skills with students, families, funders and colleaguesAbility to assess individual strengths, needs and preferences and offer appropriate support directly to students and guidance to colleaguesAbility to work on own and as part of a teamIT literacy – ability to use Microsoft packages and Outlook or willingness to undertake trainingExcellent planning and organisational skills | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential | Application/Interview |

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| Requirement | Essential/Desirable | Measurement |
| Personal Qualities and AttributesA calm, patient and sensitive attitudeCreative and inspiring attitudeDisplaying an effective teaching and coaching style which engages and motivates young peopleAble to build excellent working relationships with a range of stakeholdersFlexible attitude – ability to adapt easily to changing circumstancesA positive interest in the development of children and young adults with learning disabilities or disadvantagesValid driving license and car available for business use | DesirableDesirableEssentialEssentialDesirableDesirableEssential | Interview |