**JOB DESCRIPTION & PERSON SPECIFICATION**

Teacher of the Deaf

JOB PURPOSE

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| To ensure that the educational needs of children who are Deaf are met, and that they become independent learners and achieve their full potential. To advise and work with educators regarding the needs of children who are hearing impaired.  |

DUTIES

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| The key duties include but are not limited to the following: **Specific DUTIES** * To use specialist teaching skills to work with Deaf children on a 1:1 basis to develop language and listening skills.
* To work within mainstream classrooms upskilling teachers (as appropriate).
* To assess the educational needs of children who are Deaf.
* To advise and collaborate on: (a) Curriculum needs and teaching strategies (b) The use of technical and other specialist equipment (c) Supporting personal and social development. (d) Implications of hearing loss (e) Communication needs and Language development in signed and/or spoken language as appropriate.
* To provide direct training and teaching to children or staff where appropriate to facilitate the child’s learning, inclusion and independence. This may include the use of specialist equipment and teaching and learning materials.
* To contribute towards statutory assessments including Individual Education Plans, Statements of special educational needs, and annual reviews.
* To monitor and assess the progress of children who are Deaf and to use the information gained to inform planning, advice and practice.
* To support and develop the work, skills and knowledge of teaching assistants working with children who are Deaf.
* To maintain appropriate records to include: Individual Pupil records, Visit records, Records of assessments. Records of meetings and joint working with professionals and families. Equipment issued.
* To maintain and develop up to date knowledge of good practice in education, specifically in relation to children who are Deaf.
* To develop and use ICT skills to enable curricular access and for administrative purposes.

**SUPPORTING THE SCHOOL*** To foster links between home and school.
* To understand and apply the school policies on learning and behaviour, and the statutory guidelines relating to disability discrimination and special educational needs.
* To maintain confidentiality and sensitivity to the pupil’s needs but have regard to the safeguarding procedures of the school and Focus Learning Trust
* To carry out duties as directed by the RLSCo or Head Teacher

**General Duties*** To perform such other duties as may be requested from time to time, commensurate with the role
* Uphold and promulgate the Focus ethos within all areas of responsibility
* Contribute to, share in and promote the wider and longer term vision of FLT and OneSchool.
* To promote equality, diversity and inclusion and demonstrate this within the role, adhering to the FLT Equal Opportunity Policy
* Comply with and support the implementation of all School and FLT policies
* To adhere to Health & Safety Policies and ensure all tasks are carried out with due regard to Health and Safety
* To work with due regard to confidentiality and the principles of Data Protection, encouraging others to do the same

**PERSONAL Duties*** To set an example of positive personal integrity and professionalism, with positive, appropriate and effective communications and relationships at all levels
* Ensure high standards are maintained, progressed and promoted in all areas of work
* To undertake appropriate professional development and positively participate in the appraisal of own performance
* Communicate and co-operate effectively and positively with specialists from outside agencies where applicable
* Attendance at staff meetings as appropriate

**SAFEGUARDING** |
| Focus Learning Trust and its affiliated schools are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check with appropriate Barred List checks, or the equivalent enhanced criminal records check.  |

Reporting To

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| * Reporting to Headteacher
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SUPPORT FOR THE ROLE

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| The role is supported on occasion by HeadteacherFocus Learning Trust provides a range of support services in areas such as ICT, recruitment, HR, policies, resources and compliance.  |

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| **Employee Signature:** |  |
| **Line Manager Signature:** |  |
| **Date:** |  |

ISSUED BY

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| Focus Learning Trust Issue date: Month Year  |

**JOB TITLE**

Person Specification

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|  **Specification** | **Essential** | **Desirable** |
| **Experience and Knowledge** | * Experience of teaching Deaf pupils in inclusive settings in KS3/4
* Experience and expertise in managing FM systems on a daily basis
* Evidence of continuing professional development to keep abreast of new developments in technology and new research relating to good practice in teaching Deaf pupils.
* A good knowledge of the secondary curriculum
* An understanding of the educational needs of severely and profoundly d/Deaf pupils
 | * Experience of delivering INSET to teaching and non-teaching colleagues
* Experience of working with pupils with other additional needs.
* Understanding of roles of other agencies
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| **Education and Qualifications** | * QTS
* Mandatory qualification in Deaf education
* Willingness & ability to obtain &/or enhance qualifications &/or training for development in this post.
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| **Skills and Abilities** | Ability to : * Assess the individual educational and communication needs of Deaf pupils
* Work collaboratively with school staff including Specialist Teaching Assistants and SALT
* Develop effective and efficient support to meet the individual needs of the Deaf pupil.
* Contribute to work with the school to develop policies that create a ‘Deaf friendly’ environment.
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| **Attributes and Attitudes** | * Confident in assessing, monitoring and teaching Deaf pupils
* Confident in advising others on issues relating to deafness and the educational needs of Deaf pupils
* Able to work co-operatively and effectively as part of a team of professionals
* Excellent interpersonal skills
* Well-organised, with good time management
* Empathetic and sensitive to differing viewpoints.
* Calm in manner, approachable and flexible.
* Commitment to inclusion and inclusive practice.
* Commitment to support parental and pupil choice in communication mode.
* Commitment to a team approach.
* Commitment to multi-agency working.
* Values and welcomes the contributions of parents / carers.
* Recognises own professional development needs and willing to learn new skills as well as the professional development needs of others and the organisation.
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| **Equality, diversity and inclusion** | * Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application
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| **Safeguarding**  | * Knowledge, understanding and commitment to safeguarding and promoting the welfare of students
* Ability to form and maintain appropriate relationships and personal boundaries with students
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The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK.

Focus Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All staff are expected to be committed to the Equal Opportunities Policy.