**PERSON SPECIFICATION**

***Teacher of the Deaf***

| **Factor** | **Essential** | **Desirable** | **Method of assessment** |
| --- | --- | --- | --- |
| Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils, this includes contributing to the strategy for OUTSTANDING learning across our whole school and leading this strategy in allocated year group. | | | |
| **Safeguarding children** | | | |
| Committed to ensuring all pupils in our school are kept safe. | ✓ |  | **Application form**  **Interview** |
| Enhanced DBS check. | ✓ |  | **Recruitment checks** |
| **Equal opportunities** | | | |
| Committed to ensuring that all members of our school community can achieve excellence | ✓ |  | **Application form**  **Interview** |
| **Qualification and experience** | | | |
| Hold qualified teacher status | ✓ |  | **Application form** |
| Experience of teaching in different key stages (this may be as a student). | ✓ |  | **Application form** |
| Hold Teacher of the Deaf qualification |  | ✓ | **Application form** |
| Have at least 3 years experience as a mainstream teacher. |  | ✓ | **Application form** |
| Have experience of teaching using total communication approach. |  | ✓ | **Application form** |
| Good written communication skills | ✓ |  | **Application form**  **Tasks** |
| Good oral communication skills | ✓ |  | **Interview** |
| Good BSL communication skills (at least level 2) |  | ✓ | **BSL assessment** |
| **Teaching** | | | |
| Have high expectations for all learners. | ✓ |  | **Application form**  **Interview** |
| Demonstrate good progress and outcomes for pupils. | ✓ |  | **Application form**  **Teaching activity** |
| Demonstrate good progress and outcomes for deaf pupils. |  | ✓ | **Application form**  **Teaching activity** |
| Have excellent subject knowledge of curriculum in specified Key Stage. | ✓ |  | **Application form** |
| Have excellent subject knowledge of curriculum across all Key Stages in a Primary School. |  | ✓ | **Application form** |
| Have an outstanding teaching personality that allows deaf pupils to make good progress with their learning during lessons. | ✓ |  | **Teaching activity** |
| Have a good understanding of the need to differentiate lessons. | ✓ |  | **Interview** |
| Have experience of supporting mainstream teachers in differentiating planning for deaf pupils. |  | ✓ | **Application form**  **Interview** |
| Demonstrate a range of techniques to make strong formative assessments. |  | ✓ | **Teaching activity**  **Interview** |
| Have a good understanding of summative assessment linked to specified Key Stage. | ✓ |  | **Application form** |
| Have a good understanding of summative assessment across all Key Stages in a Primary School. |  | ✓ | **Application form** |
| Know the specific issues faced by deaf learners in a primary school. |  | ✓ | **Application form**  **Interview** |
| Know a range of strategies that promote excellent learning behaviours. | ✓ |  | **Teaching activity**  **Interview** |
| Evidence of leading the work of other adults in classrooms. | ✓ |  | **Application form**  **Interview** |
| Be committed to engaging parents in the work of the school. | ✓ |  | **Application form**  **Interview** |
| Show commitment to upholding excellent levels of professional conduct as a teacher. | ✓ |  | **Application form**  **Interview** |
| **Developing self and working with others** | | | |
| Commitment to own improvement through professional development / further study | ✓ |  | **Application form** |