HEATHCOTE SCHOOL
PERSON SPECIFICATION
TEACHER OF DEAF

JOB REQUIREMENTS	Essential	Desirable	Method of Assessment I/T/A*
Qualifications			
Qualified Teacher Status	✓		A
A degree in a relevant subject	✓		A
Quality Teacher of the Deaf (QToD status) *(see note below)	✓		
Qualification in BSL Level 3		✓	
Commitment to undertake further BSL qualifications if neccessary	✓		
Relevant in-service training appropriate to the role	✓		A
Experience			
Evidence of strong teaching ability (both in class and remote) and successful impact on pupil progress	✓		A/I/T
Experience of working as Teacher of the Deaf	✓		A/I/T
Experience of working successfully with other colleagues and schools to develop best practice	✓		A/I/T
Working with clear guidelines, procedures and adhering to child protection and safeguarding	✓		A/I/T
Experience of designing and developing resources to support learning and impact on pupil outcomes	✓		A/I/T
Skills, Knowledge and Understanding			
A firm knowledge of educational principles and curriculum management in relation to Deaf pupils.	✓		A/I/T
Knowledge of the impact of deafness upon language, cognition and learning.	✓		A/I/T
Ability to plan and deliver high quality teaching to meet individual needs.	✓		I/T
Ability to use British Sign Language/Sign Supported English effectively in your teaching.	✓		I/T
Excellent communication and inter-personal skills for dealing with deaf and hearing colleagues, parents and professionals.	✓		A/I/T
Ability to keep accurate records, devise highly individualised learning plans and review in line with EHCP process	✓		A/I
Knowledge of legislation, DofE guidance & other current issues in the field of SEND	✓		A/I/T
Proven administrative and organisational skills	✓		A/I/T
Ability to communicate effectively and appropriately with both staff and pupils, and to be able to prepare reports, profiles and maintain clear comprehensive records	✓		A/I
Skills in audiology and care and use of auditory equipment from hearing aid, radio aid and sound field	✓		A/I/T
A sound command of data and how to use it to track progress and narrow the gap	✓		A/I/T
A familiarity with IT and with its educational uses as well as an ability to use it effectively to fulfil data input requirements	✓		A/I/T
A commitment to raising achievement and experience of devising and implementing successful strategies in order to do this	✓		A/I/T
An understanding of target setting and action plans		✓	A/I
An understanding of the principles involved in being a team member	✓		A/I
An understanding of the importance of emotional intelligence in managing oneself and others	✓		A/I
High quality oral and written skills	✓		A/I/T
Personal qualities			
An ability to maintain professional integrity even when under pressure	✓		A/I
Excellent attendance and punctuality	✓		A/I
Flexibility	✓		A/I
Resilience	✓		A/I/T
A genuine commitment to and liking for young people, and high expectations for their progress and welfare	✓		A/I/T

A desire for disadvantaged pupils to succeed and achieve their ambitions	✓		A/I/T
A willingness to be involved in extra-curricular activities	✓		A/I
A good role model to the pupils in all aspects of your professional role	✓		A/I/T
An ability and desire to work in a high challenge and low threat way	✓		A/I/T
Professional behaviour that adheres to expected standards both in and out of school	✓		A/I/T
Other Requirements			
A willingness to be involved in extra-curricular activities	✓		A/I
A commitment to on-going personal development and willingness to undertake appropriate training	✓		A/I
Appointment to the post is subject to a satisfactory enhanced DBS check	✓		
The post is exempt from section 4(2) of the Rehabilitation of Offenders Act,1974, as the duties give you access to persons who are under the age of 18. Applicants are not entitled to withhold information about convictions, which would be regarded as spent for other purposes.	✓		

*Any candidates without QToD status who still wish to apply should contact the school direct to discuss before submitting their application