



Advisory Teacher Hearing Impairment

Barnet Education & Learning Service (BELS)

Closing date: noon on Wednesday, 20th October 2021

Ref: BELS/881

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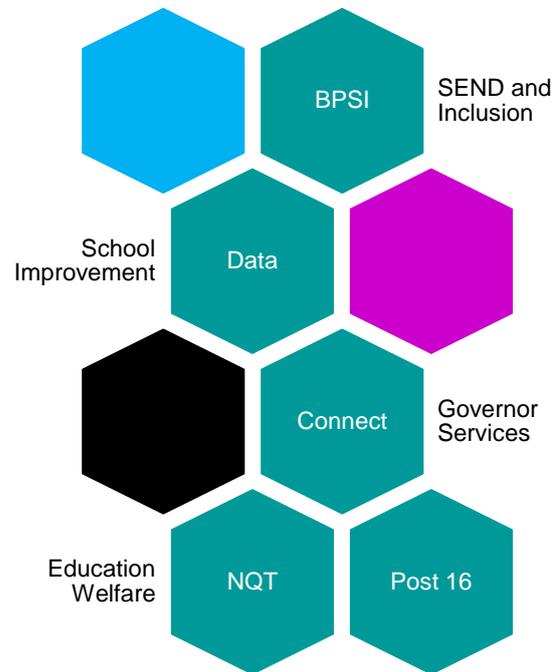


Welcome to Barnet Education & Learning Service (BELS)

Our Services

<https://www.bels.org.uk/>

Barnet Education & Learning Service (BELS) is a local authority controlled company which is responsible for providing the Council's Education & Skills service to Barnet schools.



Useful Terms and Conditions

BELS is a private company of Barnet Council which has its own legal entity and terms and conditions which are different from Barnet's. Staff who join and want to contribute to a Pension Scheme will become members of AVIVA – the Pension provider for BELS. Staff can contribute 4.5% of their salary into the Scheme and BELS will match this. There is also an option of increasing contributions to 7% with BELS also contributing at this rate. Contributions higher than this will not be matched by BELS.

As BELS is not a Local Authority, the company does not come under the Modification Order and therefore does not recognise continuous service of employment from other Local Authorities/schools. Your continuous service will start on the date you join the organisation.

Your annual leave is based on the grade and years of continuous service. Upon their start, employees will be entitled to 26 days plus 8 Bank holidays per annum – pro-rated for part timers and this would increase with service.

It is a standard practice that prospective employees are offered the starting point of the pay scale and expect that staff would progress through the spine points on an annual basis. However, if there is a strong case to pay above the minimum of the scale, the Senior Management Team would consider the case.



Letter to applicants

October 2021

Department: BELS
Contact Officer: Kim Miller
Email/phone: kim.miller@barnet.gov.uk

Dear Applicant

Post: Advisory Teacher Hearing Impairment

Thank you for the interest you have shown in the above opportunity.

This Information Job Pack gives a full explanation of the job and working for Barnet Education and Learning Service (BELS), which I hope will encourage you to apply for the post.

To apply for this post, please visit www.islington.gov.uk/jobs. If you need assistance, please email HR Team at schoolsrecruitment@islington.gov.uk quoting job reference **BELS/881**.

The closing date for applications is Wednesday 20th October (12 noon).

Interviews will be held on **Thursday 28th October 2021**.

If you would like to discuss this position on an informal basis please contact Kim Miller, Service Lead, Autism and Sensory on kim.miller@barnet.gov.uk.

I look forward to receiving an application from you.

Yours faithfully

Kim Miller
Service Lead, Autism and Sensory



Advert

Advisory Teacher Hearing Impairment

- **Job title: Advisory Teacher Hearing Impairment 0.8 FTE**
- **Salary Range: U2 – U3, Upper Pay Range**
- **Salary: £44,133 - £45,766 per annum (pro-rated) and up to two SEN allowances (£4,479), plus Essential car user allowance (pa pro-rata)**
- **Please note that applications for part-time or full-time positions are welcome.**

Barnet Education and Learning Service is a company wholly owned by Barnet Council, delivering the Council's education services to schools, children and young people.

We are seeking to recruit an enthusiastic Advisory Teacher for Hearing Impairment with the mandatory qualification for Teachers of the Deaf (QTOD). You will join a friendly and professional team and will be based at our office in Colindale, North West London.

The post involves providing support and advice to deaf children and young people, parents and professionals in homes and educational settings, and providing leadership and management within the HI service.

You will bring to the role a high degree of specialist knowledge, excellent verbal and written communication skills and the ability to manage your own caseload on a day to day basis.

If shortlisted, you will be required to bring photographic ID to your interview to prove your identity.

- **Closing date: noon on Wednesday, 20th October 2021**
- **Interview date: Thursday, 28th October 2021**

To apply for this post, please visit www.islington.gov.uk/jobs. If you need assistance, please email HR Team at schoolsrecruitment@islington.gov.uk quoting job reference **BELS/881**.

Barnet Education and Learning Service (BELS) is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults and expects all staff and volunteers to share this commitment. Barnet Education and Learning Service operates stringent safer recruitment procedures.

Barnet Education and Learning Service (BELS) is committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

We value diversity.



Job Description

Service:	Education and Skills
Location:	Colindale
Job Title:	Advisory Teacher Hearing Impairment
Grade:	Upper Pay range U2 – U3

REPORTING ARRANGEMENTS:

- Reports to the Lead Advisory Teacher Hearing Impairment.

CONTEXT AND PURPOSE OF THE JOB:

The Advisory Teacher is responsible for:

- the delivery of high-quality specialist advice, support and training to schools, other settings and parents with regard to hearing impairment.
- for working effectively in partnership with school staff, families and other agencies to promote high standards of attainment and inclusion, and improve outcomes for children and young people with hearing impairment.
- for a caseload of children and young people who have a hearing loss. This may include pre-school children, those placed in early years settings, mainstream schools, special schools or post 16 provision across the borough. It may include pupils who have an Education and Health Care Plan (EHCP).
- maintaining knowledge of current thinking, research and new initiatives/developments relating to policy and provision for children and young people with hearing impairment and SEND generally, to inform practice and forward planning for children and young people with a hearing impairment within the Inclusion Service.

KEY ACCOUNTABILITIES:

- To work with the HI Team and Head of Specialist Inclusion Services to develop and deliver support services for children and young people with HI and additional disabilities/learning difficulties.
- To support the HI team across the age range and in a variety of settings; early years, primary, secondary and post 16 and in line with statutory responsibilities to improve attainment and independence. This will involve providing advice and support to school staff on curriculum access and differentiation and devising programmes; adaptations to the physical environment; risk assessment; participation in reviews and planning meetings; report writing and the monitoring of pupil progress. This could include training in groups, individual mentoring, regular meetings to discuss issues and needs.



- To provide advice to families on supporting their children and young people with HI, making home visits, helping to coordinate and organise the support being provided to their children from a number of different agencies and providing information and explanations as required ensuring parents can meet the needs of their child/young person. This may include undertaking the role of Key Worker/Lead Professional for identified children with hearing impairment and disabilities/learning difficulties.
- To assess and monitor the progress of children on the case list and to liaise with other professionals in multi-disciplinary assessments.
- To assess pupils' needs for specialist equipment and to recommend cost effective solutions to pupils' needs.
- To support and advise pupils and school staff on the use of specialist equipment in schools.
- To keep up to date with current educational thinking and practice, including developments particularly related to HI, to develop support strategies and advice on curriculum adaptations appropriate to the needs of the pupils and schools.
- To support key transition periods for pupils with a HI (e.g. from home to nursery, nursery to school and within and between schools and into adult life).
- To support the Complex Needs Panel and the Statutory Assessment process as appropriate including writing reports and/or representing the Local Authority at priority annual reviews and Tribunal appeals if required to do so.
- To take part in annual reviews and other assessment, planning or review meetings as required (e.g. multi-disciplinary assessments; IEP, Health Care Plan, CAF or TAC meetings).
- To work collaboratively with the Team Leader/Head of Specialist Inclusion to develop appropriate targets and performance indicators for the team which will contribute to the SEND and Inclusion Business Plan.
- To ensure high professional standards are maintained within the Specialist Team by taking part in the Performance Management process.
- To undertake other duties consistent with inclusive education as required, including projects agreed as part of the Leading Edge Groups.
- To work effectively in a range of multi-agency partnerships; establishing and maintaining professional boundaries with respect to children, families and colleagues.

Promotion of Corporate Values

- Ensure standards of customer care are met in accordance with the Council's Statement of Values. To be aware of the Corporate Plan and how it affects the section. Ensure that a high level of confidentiality is maintained in all aspects of work.

Flexibility

- In order to deliver services effectively, a degree of flexibility is needed and the post holder may be required to perform work not specially referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.



The Council's Commitment to Equality

- To deliver the council's commitment to equality of opportunity in the provision of its services. All staff are expected to promote equality in the workplace and in the services the council delivers.



Person Specification

Service:	Education and Skills
Location:	Colindale
Job Title:	Advisory Teacher - Hearing Impairment
Grade:	Upper Pay range U2 – U3

Post Requirements	Essential/ Desirable	Criteria	Assessed from:
Experience relevant to post	E	<ul style="list-style-type: none"> Experience of working in mainstream and/or special school setting with pupils with HI 	A/I
	D	<ul style="list-style-type: none"> Experience of delivering in-service training 	A/I
	E	<ul style="list-style-type: none"> Experience and knowledge of multi-disciplinary and partnership working 	A/I
	E	<ul style="list-style-type: none"> Experience of curriculum differentiation to meet a range of individual needs 	A/I
	D	<ul style="list-style-type: none"> Experience of working with families to support young people, children and babies with HI 	A/I
	E	<ul style="list-style-type: none"> Ability to work with young people in a person-centred way, supporting their increased self-knowledge and ability to manage their own supports and promoting positive Deaf identity 	A/I
	D	<ul style="list-style-type: none"> Ability to deliver specialist support, advice and training to schools and other educational settings 	A/I
	D	<ul style="list-style-type: none"> Experience of peripatetic work 	A/I
	D	<ul style="list-style-type: none"> Substantial and successful experience of working in mainstream and/or special school setting with pupils with HI 	A/I
	D	<ul style="list-style-type: none"> Experience of leading a staff team and delivering line management 	A/I
	D	<ul style="list-style-type: none"> Experience in leading, delivering and evaluating a project / initiative and demonstrating impact 	A/I



Competencies and special aptitudes	E	<ul style="list-style-type: none"> Ability to communicate effectively both verbally and in writing to a wide range of audiences, including the ability to communicate with children and young people and involve them meaningfully in assessments, meetings and support plans 	A/I
	E	<ul style="list-style-type: none"> Good interpersonal skills and ability to build/maintain good relationships, personal and professional boundaries with colleagues, a wide range of professionals, parents and young people 	A/I
	D	<ul style="list-style-type: none"> To enable families to effectively support their babies and children with HI 	A/I
	E	<ul style="list-style-type: none"> Good organisational, administrative and record keeping skills 	A/I
	D	<ul style="list-style-type: none"> Understanding of issues relating to equality of access and opportunity and promoting positive mental health and wellbeing 	A/I
	E	<ul style="list-style-type: none"> Proven leadership skills including ability to motivate, support and direct colleagues to achieve shared / collaborative outcomes. 	A/I
	E	<ul style="list-style-type: none"> Ability to work in innovative and creative ways to develop a team / service including pupil voice 	A/I
	E	<ul style="list-style-type: none"> Ability to work as part of a leadership team at an organisational and systemic level to facilitate positive change. 	A/I
Knowledge relevant to the job	E	<ul style="list-style-type: none"> Knowledge of relevant education legislation and statutory frameworks, particularly the SEND code of practice (2015) and the Equalities Act (2010) 	A/I
	E	<ul style="list-style-type: none"> Knowledge of inclusive approaches to pupils with HI and other special needs 	A/I
Education incl. Genuine Occupational qualification relevant within the terms of legislation	E	<ul style="list-style-type: none"> Degree or equivalent 	A
	E	<ul style="list-style-type: none"> Teaching qualification 	A
	E	<ul style="list-style-type: none"> Mandatory qualification for Teachers of the Deaf 	A/I
	D	<ul style="list-style-type: none"> Additional qualification in special educational needs 	A/I
Training	E	<ul style="list-style-type: none"> Evidence of continuing professional development 	A/I

	E	<ul style="list-style-type: none"> Evidence of keeping up to date with current trends and thinking 	A/I
	D	<ul style="list-style-type: none"> Training in ICT word processing, database and spreadsheet packages 	A/I
	D	<ul style="list-style-type: none"> Willingness to further develop ICT skills and knowledge 	A/I
Special job requirements	E	<ul style="list-style-type: none"> Full driving licence and use of car 	A
	E	<ul style="list-style-type: none"> Ensure safeguarding training is kept up to date and procedures are adhered to. 	A/I
Commitment to Council's aims and values	E	<ul style="list-style-type: none"> Commitment to promoting and implementing the Council's equal opportunities policies 	A/I
		<ul style="list-style-type: none"> Commitment to promoting children's rights 	A/I
		<ul style="list-style-type: none"> Commitment to anti-discriminatory practices 	A/I
		<p>Key: E = essential D = desirable A = application form I = interview</p>	

How to apply and key dates

Closing date for applications: noon on Wednesday, 20th October 2021
Interviews will be held on: 28th October 2021

Completing Application Forms

To apply for this post, you must complete an online **application form** available within the job posting under www.islington.gov.uk/jobs.

Particular attention should be given to the Supporting Information section within the application form. Shortlisting is based on the candidate's ability to meet the selection criteria within the person specification. Therefore, it is essential that you outline clear examples and evidence of how you meet the requirements of the person specification. Examples and evidence should also relate back to the duties/accountabilities contained in the job description.

Reply Details

Your application form must reach us by closing date. Applications received after this date will not be considered.

To apply for this post, please visit www.islington.gov.uk/jobs. If you need assistance, please email HR Team at schoolsrecruitment@islington.gov.uk quoting job reference **BELS/880**.

Further Information

Should you have any queries relating to any aspect of this appointment process, or require additional information, then call the Recruitment Team, direct line (020) 7527 2875.

It is important that you complete ALL sections of the application form.

Next Steps

If you are selected for interview, we will contact you by email and/or text message.

