



**NEWHAM
COMMUNITY
LEARNING**

Local Schools | Global Vision

Job Description and Person Specification:

Qualified Teacher of the Deaf / Trainee Teacher of the Deaf

**This job description and person specification applies to this role
at Selwyn Primary School.**

JOB DESCRIPTION AND PURPOSE - QUALIFIED TEACHER OF THE DEAF / TRAINEE TEACHER OF THE DEAF

Grade: MPS/UPS + SEN points depending on qualifications

Based at: Selwyn Primary School

Reports to: SENDCo & Head teacher

Supervision of: Deaf pupils

Responsible for: The provision for and progress of children within the school's Resourced Provision

Accountable to: CEO / Trust Board

Budget: the postholder has no budget responsibility

Other requirements: This post is subject to an enhanced DBS check, and is exempt from the Rehabilitation of Offenders Act (1974) and must have Qualified Teacher of the Deaf (QTOD)

PROTECTING OUR CHILDREN - SAFEGUARDING

Everyone who comes into contact with children and their families has a role to play in safeguarding children. We recognise that staff at our school play a particularly important role as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating.

All staff are advised to maintain an attitude of '*it could happen here*' where safeguarding is concerned. When concerned about the welfare of a child, staff members must always act in the **best interests** of the child.

PROTECTING OUR STAFF AND OUR RESOURCES – HEALTH AND SAFETY

Adherence to health and safety requirements, which includes proper risk management processes, is required from all staff at school in so far as this is relevant to their roles. All staff are expected to understand their responsibilities for protecting and promoting the health and safety of all children and colleagues.

EQUAL OPPORTUNITIES

Newham Community Learning has a strong commitment to achieving equality of opportunity in both its services to the community and in its employment of people, and expects all staff to understand and to promote its policies in their work.

PURPOSE OF JOB

To carry out the professional duties of Qualified Teacher of the Deaf as directed by the Inclusion Lead/SENDCo/Deaf Provision Lead or Head/Deputy Head Teacher/ Head Teacher

General responsibilities:

- a) To play an active and effective role as Key member of the SEN Team.
- b) Support the school's overall aims, objectives and policies for raising the achievements of deaf pupils in conjunction with the Head Teacher, Deputy Head, Assistant Head, staff, local governing body and the trustees of Newham Community Learning.
- c) To support the Head, Deputy & Assistant Head in ensuring that the school maintains and further develops the equal opportunities and inclusion policies and practices for all of its pupils.
- d) To guide and support all deaf pupils, in educational, social and emotional matters.
- e) To guide and support all members of the school staff, both teaching and support staff.
- f) To ensure the good conduct and positive behaviour of children in and around the school.
- g) To play a leading role in developing and maintaining the ethos and standards of the school.
- h) To ensure that a high standard of education is maintained at all times for all children and that suitable educational programmes are developed and reviewed.
- i) To lead staff CPD meetings and discussions when necessary or requested.
- j) To provide examples of outstanding models of Learning and Teaching across the school
- k) To foster good relationships with all staff, with volunteers who work with the school and to further develop and maintain parental cooperation and involvement.
- l) Ensure the health and safety of all those who use the school.
- m) To develop and maintain effective links with the local governing body, the trustees of Newham Community Learning Trust, local authority personnel, advisors and officers, local schools, outside agencies and the community.

Specific responsibilities:

The specific role will be negotiated once appointed onto the inclusion team but will include:

- a) Support the strategic direction of the SEN team within the school linked to the School Development Plan
- b) Ensuring continuity and progression for deaf pupils
- c) Monitoring standards, the quality of provision and outcomes showing impact of own work
- d) Developing the 'learning' provision of deaf pupils
- e) Supporting class teachers to adapt and refine learning for deaf pupils
- f) Ensuring clear communication within the school team
- g) Developing a learning community ethos to include the active involvement of parents and other stakeholders
- h) Providing continuing professional development of key staff
- i) Negotiating/consulting with parents, external agencies as appropriate
- j) Reviewing and developing existing record and tracking systems for deaf pupils.

Staff responsibilities:

- a) Responsible to the Head teacher, Deputy Head teacher local governing body and the trustees of the Newham Community Learning Trust
- b) Responsible - with the Headteacher and Deputy Head teacher(s) - for the supervision/welfare of all the staff.

All other duties as laid out in the most recent edition of the Teachers' Pay and Conditions Document.

SECTION B – PERSON SPECIFICATION

QUALIFICATIONS:	<ul style="list-style-type: none"> a) DfES Qualified Teacher Status (essential) b) Qualified Teacher of the Deaf (QTOD) (essential) c) Evidence of recent and relevant in service training (essential)
EXPERIENCE: Application form/interview	<ul style="list-style-type: none"> a) Experience of working in an inner city multicultural community (desirable) b) Minimum of three years' experience working in a Primary School (essential) c) Is able to demonstrate successful experience of working with deaf pupils and SEND pupils (essential) f) Able to demonstrate experience of dealing sympathetically and constructively with parents and the community (essential)
PERSONAL STYLE AND BEHAVIOUR: Application form/interview	<ul style="list-style-type: none"> a) Is able to set and meet realistic targets for self and others (essential) b) Is able to appraise own performance critically and meet changes accordingly (essential) c) Is able to manage stressful situations and withstand pressures and ongoing challenges (essential) d) Is able to lead by example and draw upon own resources to problem solve (essential)
KNOWLEDGE AND UNDERSTANDING: Application form/interview	<ul style="list-style-type: none"> a) Sound knowledge of primary and early years curriculum (essential) b) Up to date knowledge and implementation of effective teaching and learning strategies including assessment for learning (essential)
EQUAL OPPORTUNITIES: Application form/interview	<ul style="list-style-type: none"> a) Has understanding of and a commitment to the promotion of equal opportunities (essential) b) Has commitment to the inclusion of all pupils into mainstream education (essential) c) Has understanding of and commitment to EMA (Ethnic Minority Achievement) (essential)