

Person Specification
Full-Time Teacher of the D/deaf at Longwill School
Grade MPS/UPS + 1/2 SEN points

	Description Criteria	Measured by
Education and Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Qualified Teacher of the D/deaf (QToD) status is desirable. • Commitment to undertake mandatory qualification within three years if not a QToD • BSL Level 2 or above. • Excellent standard of English, Maths and ICT. • Commitment to undertake further BSL qualifications if needed 	Application and interview and presentation of work
Knowledge and Experience	<ul style="list-style-type: none"> • A firm knowledge of educational principles and curriculum management in relation to D/deaf pupils. • Successful mainstream or special school teaching experience, especially in Foundation, KS1 or 2. • An understanding of general, cognitive, linguistic development of young children (with particular knowledge of D/deaf children). • Knowledge of the impact of deafness upon language, cognition and learning. • An understanding of the effect of SEN and deafness in young pupils. • An understanding of the local and national key issues in education, the National Curriculum and especially SEN aspects. • Experience of working with children having special needs. • Evidence of good or outstanding teaching outcomes. 	Application and interview
Skills and abilities	<ul style="list-style-type: none"> • Excellent written and oral communication skills. • Excellent communication and inter-personal skills for dealing with D/deaf and hearing colleagues, pupils, parents and professionals. • Ability to plan and deliver high quality teaching to meet individual needs. • Ability to use British Sign Language effectively in your teaching. • Evidence of a dynamic and outstanding class teaching style which secures excellent pupil progress for all. • Evidence of a commitment to Sign Bilingual Education for D/deaf children. • A willingness to take initiative, responsibilities and contribute to school development. • Flexibility to respond to changing needs of children, families and organisational demands. • Ability to use ICT for administrative tasks and effective curriculum delivery • Ability to keep accurate records and devise highly individualised learning plans 	Observation of teaching Application and interview
Other	<ul style="list-style-type: none"> • Ability to be a constructive and flexible member of a team. • Adhere to the schools Safeguarding Policy and Procedures • A flexible, open and friendly, professional manner. • Excellent organisational ability, including time management • Recognises own professional development needs and proactively seeks self-improvement. • An awareness, understanding and commitment to equal opportunities. 	Application and interview

	<ul style="list-style-type: none"> • A genuine commitment to work within a trauma informed, attachment aware school. 	
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If you are shortlisted:

We will make all efforts to observe your teaching in your current role, if possible.

Please be prepared to provide us at interview with:

1. A 10-minute presentation on how you secure outstanding progress for pupils in your class
2. Original certificates for all qualifications and exam results etc, passport and proof of address and identity e.g. a recent utility bill. You will be required to undertake DBS vetting.
3. We will be seeking 2 excellent references, one, of which, must be from your current employer.
4. You will be expected to visit and tour school prior to the interview date.
5. You will undertake a short learning activity with pupils on the day of the interview.

If you are offered the post:

1. Occupational Health will be requesting a detailed health and medical certificate.
2. A new enhanced DBS check will be required prior to you taking up the post.
3. All staff are expected to be committed to Birmingham LA's Equal Opportunities policies.

Compiled by:
Alison Carter (Headteacher)