



Person Specification - Lead Teacher of the Deaf

Candidates who apply for this post are asked to write a personal statement to illustrate how they meet the selected criteria for the application form and how their examples demonstrate impact.

Candidates applying as an 'Aspiring Specialist' should specifically outline their experience in SEND teaching and leadership, and their readiness to undertake the Mandatory Qualification for Teachers of the Deaf.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Mandatory Qualification for Teacher of the Deaf children/young people, or a strong background in SEND with a commitment to completing this qualification (funded by the school) 	<ul style="list-style-type: none"> • Recent relevant professional development linked to deaf education and/or leadership
Experience	<ul style="list-style-type: none"> • Proven successful experience of teaching children with SEND within a school which engages and accelerates progress • Experience of leading a subject or whole school initiative that has had a measurable impact on the development of others • Experience of mentoring or developing staff to improve the quality of teaching and learning • Experience of working collaboratively with parents/carers and multi-agency teams to improve outcomes for SEND children 	<ul style="list-style-type: none"> • Experience of working with deaf children in a school setting
Professional Knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of current research and best practice in relation to SEND or deaf education • Up to date knowledge and understanding of statutory regulations - SEND Code of Practice, KCSIE and the Equality Act • Understanding of how to foster an inclusive community and a sense of belonging for all children 	<ul style="list-style-type: none"> • Knowledge of audiological aids, maintenance equipment and how to optimise deaf children's access to the curriculum
Professional Skills	<ul style="list-style-type: none"> • Excellent teaching skills with the ability to adapt to a small-group specialist setting • The ability to support, motivate and lead a team towards shared goals • Basic BSL skills or a willingness to learn • Ability to work collaboratively and communicate effectively within a team • Strong organisational skills • Ability to analyse data to plan appropriate actions for improvement 	<ul style="list-style-type: none"> • The skills to deliver staff training
Personal Attributes	<ul style="list-style-type: none"> • A commitment to the school values of Nurture, Aspiration, Equality, Inclusion, and Creativity • A pro-active growth mindset regarding own professional development • Resilient, reflective, with a good sense of humour 	

	<ul style="list-style-type: none">• A visible commitment to inclusive deaf education, anti-racist behaviours, and safeguarding the welfare of all children	
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