**PERSON SPECIFICATION**

***Lead Teacher of the Deaf***

| **Factor** | **Essential** | **Desirable** | **Method of assessment** |
| --- | --- | --- | --- |
| Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils,this includes setting the strategy for OUTSTANDING learning across our whole school. |
| **Safeguarding children** |
| Committed to ensuring all pupils in our school are kept safe. | ✓ |  | **Application form****Interview** |
| Enhanced DBS check. | ✓ |  | **Recruitment checks** |
| **Equal opportunities** |
| Committed to ensuring that all members of our school community can achieve excellence | ✓ |  | **Application form****Interview** |
| **Qualification and experience** |
| Hold qualified teacher status | ✓ |  | **Application form** |
| Experience of holding a senior leadership role  | ✓ |  | **Application form** |
| Hold, or working towards, qualification of Teacher of Deaf | ✓ |  | **Application form** |
| Evidence of teaching classes of Deaf children.  | ✓ |  | **Application form** |
| Good written communication skills  | ✓ |  | **Application form** **Tasks** |
| Good oral communication skills | ✓ |  | **Interview** |
| Good signing skills | ✓ |  | **Interview/BSL assessment** |
| INCLUSION: have good experience of promoting inclusion in a school. | ✓ |  | **Application form** **Tasks** |
| INCLUSION: have experience of leading inclusion in a school. |  | ✓ | **Interview** |
| **Strategic development of James Wolfe Primary School** |
| Ability to create strategic plans to promote high quality of learning for all pupils. |  | ✓ | **Application form****Interview** |
| Experience of working within an outstanding school |  | ✓ | **Application form** |
| Experience of leading and evaluating projects | ✓ |  | **Application form****Interview** |
| **Leading and evaluating learning and teaching** |
| Evidence of teaching outstanding lessons for Deaf Children | ✓ |  | **Application form** |
| Commitment to high achievement for all pupils | ✓ |  | **Application form** |
| Ability to give constructive feedback about teaching to teachers |  | ✓ | **Tasks** |
| Strong data analysis skills |  | ✓ | **Tasks** |
| Evidence of promoting achievement of pupil premium pupils |  | ✓ | **Interview** |
| **Developing self and working with others** |
| Line management of teaching staff in line with performance management policies |  | ✓ | **Interview** |
| Commitment to own improvement through professional development / further study | ✓ |  | **Application form** |
| **Securing accountability** |
| Experience of working with Governors |  | ✓ | **Application form** |
| Evaluating monitoring activities giving feedback for development | ✓ |  | **Tasks** |
| **Strengthening community** |
| Have a welcoming personality to parents and pupils | ✓ |  | **Interview****Tasks** |
| Show a commitment to strong communication with parents | ✓ |  | **Application form** |