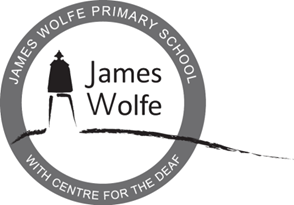
**PERSON SPECIFICATION**

***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** |