

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

	Description Criteria	Measured by
Education and Qualifications	• Qualified Teacher Status • Qualified Teacher of the 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	• A firm knowledge of educational principles and curriculum management in relation to 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 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 additional needs • Evidence of good or outstanding teaching outcomes	Application and interview
Skills and abilities	• Excellent written and oral communication skills • Excellent communication and inter-personal skills for dealing with 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 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	• 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 • A genuine commitment to work within a trauma informed, attachment aware school	Application and interview

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 (title to be given if interview offered)
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:
Jessica Rosser (Headteacher)