

**Teacher of the Deaf & Head of the Hearing Resource Base**

**Job Description**

**Purpose of the job**

To provide high quality teaching, and enable effective learning and achievements, within an environment where students feel challenged, valued and secure.

To uphold the Teachers Standards.

**Reporting to**

SENDCO

**Main responsibilities**

* To ensure that the special educational and communication needs of individual students are met within an inclusive environment that allows them access to the National Curriculum and to be effective contributors.
* To be part of the Learning Support Leadership team and support mainstream colleagues to promote inclusive practices, and to aid the effective teaching of students with hearing impairment.
* To lead the ongoing development of our Hearing Resource Base (HRB) provision, ensuring that high quality teaching and learning takes place in all allocated classes.
* To establish and maintain professional relationships with schools, other services or agencies, parents and students to develop and sustain effective teaching and learning strategies for students with hearing impairment.
* To include parents in the planning and reviewing of provision and ensure they are supported in their development as educators of their children.
* Deliver specialist teaching (small group, team and 1 to 1) and programme planning for students with hearing impairment, including carrying out detailed assessments and monitoring progress.
* Deliver specialist teaching to identified mainstream classes and programme planning for students with hearing impairment, including carrying out detailed assessments and monitoring progress in consultation with Learning Support Leadership, in class support staff and subject teachers.
* Contribute to the annual review process of EHCP plans for students with a placement in the HRB and those in mainstream
* Work across the Academy to develop teaching strategies, approaches, specialist materials and resources to support students with hearing impairment
* Regularly plan with academy staff and other agencies to advise on specific strategies and specialist equipment for individual students.
* Work with the relevant staff and parents to provide advice to the Local Authority when a request for statutory assessment is made for students with hearing impairment
* Act as a role model of good classroom practice for other teachers and support staff, modelling effective strategies with them.
* Monitor and maintain records of teaching, meetings, planning and student progress reporting on student achievement in line with Academy policy, including attending parents’ meetings.
* Advise on specialist equipment and specific strategies appropriate to individual students
* Manage personal amplification systems and radio aid systems on a daily basis.
* Keep up to date audiology records for all students with hearing impairment
* Work with outside agencies including the Speech and Language Therapists to develop individual programmes.
* Evaluate the efficacy of individual support programmes through accurate benchmarking and target setting.
* To actively support and participate in the museum learning programme.
* To participate in ongoing professional development and support the Trust’s professional development and appraisal policy.
* Undertake such other duties as reasonably required by the Headteacher.

**Safeguarding responsibilities**

* Promote and safeguard the welfare of all children and young people within the Trust.
* Uphold public trust and maintain high standards of ethics and behaviour, within and outside school by:
* treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to the school environment;
* promoting and safeguarding students’ wellbeing;
* showing tolerance of and respect for the rights of others and promoting a culture of inclusion.

**General responsibilities**

* Have a proper and professional regard for the ethos, policies and practice of the Academy and Trust.
* Have an understanding of, and always act within, the relevant professional standards and statutory frameworks. This includes those relating to Health & Safety, security, confidentiality and data protection.

*Please note that this is illustrative of the general nature and level of responsibility of the role and not a comprehensive list of all tasks. The postholder may undertake other duties appropriate to the role. This job description may be subject to amendment at any time after consultation with the postholder.*

**Person Specification**

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| **Qualifications and Experience** | **Essential** | **Desirable** |
| QTS, Degree or equivalent teaching qualification | ✓ |  |
| Teacher of the Deaf qualification |  | ✓ |
| Willingness to undertake specialist Teacher of the Deaf training | ✓ |  |
| Evidence of continuing personal and professional development |  | ✓ |
| Successful teaching experience | ✓ |  |
| Provision of differentiated activities | ✓ |  |
| Evidence of consistently good and outstanding teaching and pupil progress | ✓ |  |
| Evidence of commitment to ensuring the highest level of achievement for all students regardless of background and/or ability | ✓ |  |
| Effective use of ICT |  | ✓ |

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| **Professional Knowledge & Understanding** | **Essential** | **Desirable** |
| Understanding of how hearing impairment can impact on children and young peoples’ learning | ✓ |  |
| Effective practice and approaches to teaching and learning | ✓ |  |
| How to use data and information to effect improvement | ✓ |  |
| Strategies for raising student achievement | ✓ |  |
| Evidence of successful behaviour management | ✓ |  |
| Ability to contribute to collaborative planning and schemes of learning | ✓ |  |
| Ability to teach in Key Stages 3, 4 and 5 | ✓ |  |
| Experience of constructive co-operation with parents and carers |  | ✓ |

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| **Personal Qualities and Skills** | **Essential** | **Desirable** |
| Can lead, motivate, enthuse and inspire staff and students, and win the confidence of parents and governors | ✓ |  |
| Has the ability to think strategically with imagination, vision and originality | ✓ |  |
| Is reflective, self-critical and open | ✓ |  |
| Is self-confident, motivated and ambitious | ✓ |  |
| Has passion and believes that every student can succeed | ✓ |  |
| Is an effective communicator and presenter | ✓ |  |
| Can plan, organise and delegate effectively | ✓ |  |
| Excellent interpersonal skills | ✓ |  |
| Can make tough decisions | ✓ |  |
| Has sound judgement, especially when working under pressure | ✓ |  |

**Last review date**: May 2023