



**YATE ACADEMY**

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**RECRUITMENT PACK**



Proud to be part of the

**GREENSHAW**  
LEARNING TRUST

Yate Academy,  
Sundridge Park  
Yate  
BS37 4DX

Telephone: 01454 333560

Email: [info@yateacademy.co.uk](mailto:info@yateacademy.co.uk)



Dear Candidate,

Thank you for your interest in the role of Teacher of the Deaf at Yate Academy. The successful applicant will need to demonstrate previous experience of working with children with additional needs and have an awareness of the specific needs of children with a hearing impairment. They will also be required to hold or be willing to undertake a Teacher of the Deaf qualification.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character. At Yate Academy we firmly believe in disruption free learning and in fostering an environment where all children are able to learn and all teachers are able to teach. We believe our students deserve the highest expectations and high quality teaching is central to everything we do. As such all staff have dedicated intellectual preparation time as part of their allocated contact time. This deliberately facilitates the sharing of knowledge, best practice and planning.

We also understand the pressures on school staff and the lack of flexible working options in many schools compared to other industries. The academy is currently undergoing a trial year in which every member of staff is allocated one afternoon every two weeks (pro rata) as flexible working time. If you are a diligent professional with high standards who values exceptional student behaviour and a workplace which truly prioritises learning, we want to hear from you.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Yate Academy is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Kariann Pickford: [KPickford@yateacademy.co.uk](mailto:KPickford@yateacademy.co.uk). We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Eddie Rakshi, Headteacher

## **ABOUT OUR SCHOOL**

At Yate Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Yate Academy a better chance of success than if they attended any other school in the country.

Resilience, leadership and citizenship run through all aspects of school life.

### **Resilience**

We set a high standard, we set the standards for others. We lead by example; we lead the way.

### **Leadership**

We work hard. We never give up , we keep going and never give up.

### **Citizenship**

We are kind, polite and honest. We make a positive impact on others. We make a positive contribution to our school community.

# TERMS AND CONDITIONS

## CONTRACT

Permanent

## SALARY

Salary calculated in line with Teachers Main and Upper Pay Scales.

Plus a SEN Allowance of £2,679 FTE per annum, actual allowance pro rated 0.4 £1,071.60

## HOURS OF WORK

0.4 FTE (13 hours per week) - 2 days per week

## PLACE OF WORK

Yate Academy, Sundridge Park, Yate, BS37 4DX.

## PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

## HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

## PROBATION PERIOD

New employees are required to complete a six-month probationary period.

## STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

# JOB DESCRIPTION

<b>Post:</b>	Teacher of the Deaf
<b>Responsible to:</b>	SENCO/SLT
<b>Responsible for:</b>	Not applicable

## ROLE OVERVIEW

The successful applicant will need to demonstrate previous experience of working with children with additional needs and an awareness of the specific needs of children with a hearing impairment. The successful candidate must have relevant experience in a similar role with a proven track record.

## Key Responsibilities and Duties

- To ensure that the special educational needs of HI children are met within an inclusive environment that allows them access to the National Curriculum in accordance with the provisions SEND Code of practice.
- To monitor and support the overall progress and development of students in the HIRB (Hearing Impaired Resource Base).
- To facilitate and encourage a learning experience which provides students with the same opportunity to accelerate with their learning.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for HI students and to support a designated curriculum area as appropriate.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

## Teaching, Learning and Student Progress

- To undertake a designated programme of planning and teaching across key stages and to teach consistently high-quality lessons.
- To ensure the effective/efficient deployment of classroom support for Hearing Impaired Students.
- To maintain discipline in accordance with the school procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and home learning.
  - To support the SENDCo in fulfilling requirement access arrangements in tests and examinations as appropriate to pupils' individual needs.
- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement. Being responsible for the annual reviews of students and report to the local authority any changes needed within the EHCP.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology.
- To liaise with the relevant pastoral leaders to ensure the implementation of the Student Support system.
- To prioritise and manage time effectively, ensuring continued professional development in line with the role.
- To follow the school policies and procedures.

## Staff Development

- To contribute to planning and the delivery of training to promote inclusive practices for all staff working with pupils with HI.
- To maintain professional awareness of current research and thinking on good practice in the education of children with HI and wider inclusion issues and share knowledge with other professionals.
- To participate in whole school professional learning programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.

## Safeguarding

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

# PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
<b>Qualifications and training</b>		
Good Hons. Degree.	x	
Qualified Teacher Status.	x	
Willingness to undertake further CPD.	x	
Relevant postgraduate studies.	x	
Evidence of wider professional development		x
Teacher of the Deaf Qualification		x
Knowledge of British Sign Language		x
<b>Skills and experience</b>		
An outstanding classroom practitioner	x	
Excellent interpersonal and teamwork skills	x	
Excellent communicator – sensitive, compassionate and effective	x	
Knowledge of strategies to inspire and improve outcomes for students	x	
Outstanding organisational skills to ensure efficient and effective implementation of the role	x	
Able to identify strengths and weaknesses in students and act appropriately		x
Experience of implementing systems and processes to aid teaching, learning and student development to students with additional needs.		x
<b>Personal attributes</b>		
Able to establish good working relationships with a wide range of people - students, colleagues and parents	x	
Flexibility to undertake any role within the department	x	
A willingness to become involved in all aspects of school life	x	
High levels of professional integrity	x	
Commitment to high standards and expectations	x	

Committed to the safeguarding of children	x	
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# THE RECRUITMENT PROCESS

## APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59pm on 10th May 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

## INTERVIEW PROCESS

Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

## TAKING UP POST

The successful applicant will take up the post in September 2026..



## GREENSHAW LEARNING TRUST



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Sutton SM1 4AF



020 3988 0218



[info@greenshawlearningtrust.co.uk](mailto:info@greenshawlearningtrust.co.uk)



[www.greenshawlearningtrust.co.uk](http://www.greenshawlearningtrust.co.uk)



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