

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Qualified Teacher of the Deaf	Grade: Teachers Pay Scale MPS or UPS scale (plus 1 or 2 SEN points) - depending on Mandatory Qualification.
Section: Wandsworth Sensory Support	Directorate: Wandsworth Children's Services - Education <i>SEND and Inclusion</i>
Responsible to following manager: Primary Deaf and Hearing Support Centre Lead	Responsible for following staff: N/A
Post Number/s: RWC9129	Last review date: June 2026

Working for the Richmond & Wandsworth Better Service Partnership

This role is employed under the Richmond & Wandsworth Better Service Partnership. The overall purpose of Richmond & Wandsworth is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

Richmond & Wandsworth Better Service Partnership aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

Job Purpose

The Teacher of the Deaf role forms part of Wandsworth Primary Deaf and Hearing Support Centre (DHSC) and is based at Sellincourt School.

The postholder delivers high-quality specialist teaching to support d/Deaf children and young people (CYP) and their families, promoting equal access to education, sustained progress, and positive outcomes that enable pupils to achieve their full potential.

The role operates under the direction of the Primary DHSC Lead and requires flexibility to support across the wider Wandsworth Sensory Support (WSS), in line with service priorities and need.

Specific Duties and Responsibilities

Specialist teaching & outcomes

- To teach and / or provide an advisory role for pupils with hearing needs in mainstream, specialist and / or resource bases, to meet the overall needs of WSS
- To prepare and deliver programmes of learning to individuals, and groups of pupils, with hearing needs who are supported by Wandsworth Deaf and Hearing Support, following the Specialist Deaf Curriculum Framework.
- To create and maintain an atmosphere in which pupils gain self-confidence, enjoyment and the will to learn.
- To deliver deaf awareness sessions or assemblies to hearing pupils.
- To deliver audiological awareness programmes to deaf pupils.
- To monitor pupils' attitude to, and use of, audiological equipment on a regular basis and deal with concerns.
- To plan and manage workload across multiple settings, balancing competing priorities and meeting statutory and service deadlines.

Advice/training to settings

- To advise and train professionals on deafness, including teaching strategies and language modifications, to enable children with hearing needs to access the curriculum.
- To ensure that mainstream teachers are aware of pupils' access needs in relation to summative or statutory tests or assessments (access arrangements).
- To provide advice to the host school on how they can adapt resources, environments and teaching to improve access for deaf students.
- To participate in the delivery of INSET to mainstream and school staff to ensure that appropriate delivery and modification of the curriculum of deaf pupils takes place.

EHCP / reporting / record keeping

- Provide ongoing assessments of individual pupils through the setting of individual learning goals.
- To keep up to date records of pupils' progress and make this information available.
- To be responsible for a designated group of DHSC students as specified by the DHSC Lead and have oversight of their educational, social and emotional development, attending pupil progress meetings, assemblies and parents' evenings as appropriate.

- To contribute to, and take responsibility for, the writing of reports for the annual review of Education, Health and Care Plans, including transition plans where appropriate, for a designated group of pupils.
- To prepare and distribute individual student reports in line with WSS guidelines. These should include the views of families and other professionals.
- To lead annual review meetings for Education, Health and Care Plans under the supervision of the Primary DHSC Lead

Partnership working (families, schools, audiology)

- To develop and maintain positive relationships with parents of pupils with hearing needs.
- To liaise with parents by email, letter, telephone and through meetings or parents' evenings to achieve open lines of communication and maximise pupils' social and educational development in collaboration with the team around the child.
- To liaise with a variety of professionals to ensure d/Deaf children's needs are understood and met, including clarification of children's access needs.

Safeguarding

- To be fully aware of, and understand, the duties and responsibilities arising from the Children's Act and Working Together to Safeguard Children in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation.
- To ensure that the worker's line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding and / or child protection.
- To ensure that the Designated Safeguarding Leads (both host school and WSS) are made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding and/or child protection.

Policies, CPD and procedures

- To keep abreast of current developments and research on d/Deaf children and ensure that this knowledge is disseminated to other members of the Service and implemented in revised policies, as appropriate.
- To maintain own professional development and keep up to date with current, local and national trends through attendance at appropriate INSET and professional meetings.

- To participate in meetings, planning sessions and CPD within the Deaf and Hearing Support team or wider Sensory Support team where required.
- To work with, and support, other colleagues to ensure the smooth and effective running of the Service as a whole.
- To ensure that reasonable care is always taken for their own health, safety, and welfare and that of other persons, and to comply with the policies and procedures relating to health and safety within the department.
- To carry out any other duties which fall within the broad spirit, scope, and purpose of this job description and which are commensurate with the grade of the post.
- To work under the overall supervision of the Head of Service.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnership.
- To commit to own personal development and undertake mandatory training as required and participate in the annual Professional Development Review in accordance with Council policies.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by Richmond & Wandsworth procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems.
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the roles within the Councils.

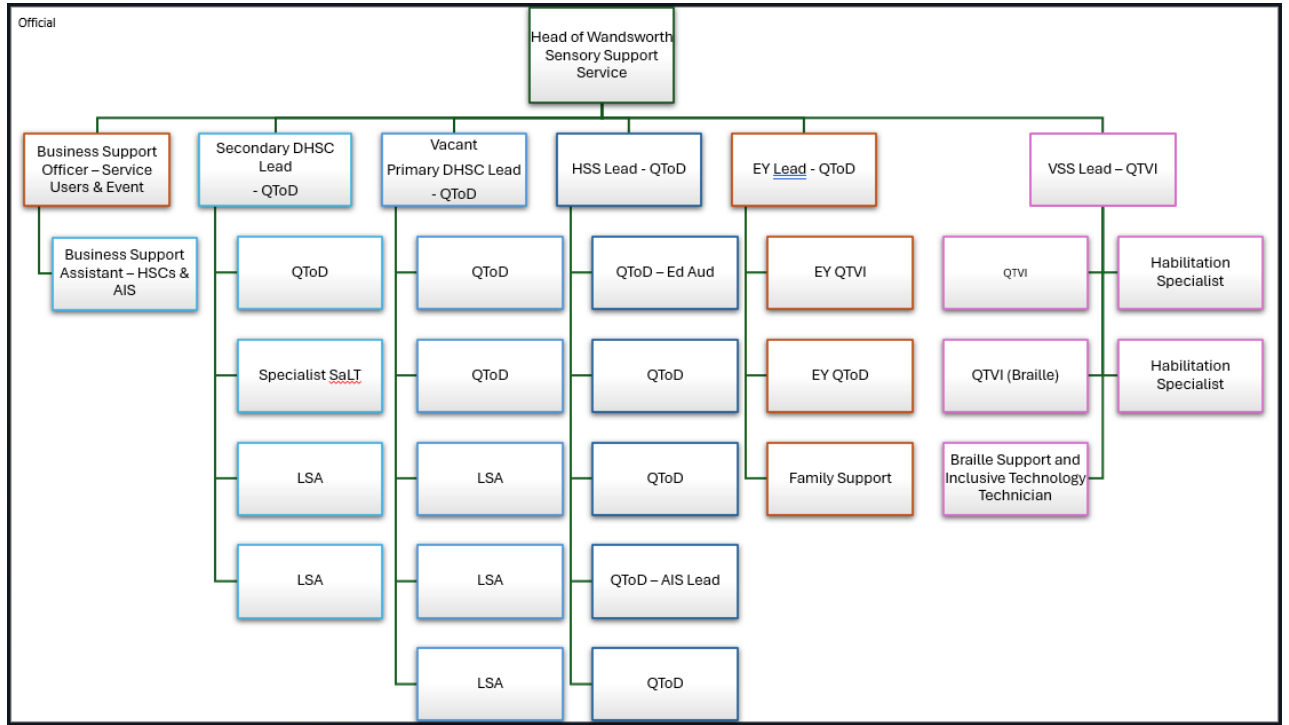
The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Additional Information:

The post holder is required to carry out the duties of a schoolteacher as set out in the Schoolteachers' Pay and Conditions Document, 1994, with such particular duties as the Head of Service may reasonably direct from time to time. It is implicit that these duties are carried out in accordance with schools, colleges and Council policies on equal opportunities

This job description does NOT define all the duties and responsibilities commensurate with the post. As such, it will be reviewed at the end of the academic year or earlier if necessary and may be amended at any time after consultation with you

Team structure



Person Specification

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Our Values and Behaviours

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across Richmond & Wandsworth Better Service Partnership throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Assessed by:

- A** Application form / CV
- I** Interview
- O** Observation
- C** Certificate

Person Specification Requirements			Assessed by A/I/O/C
Education and Training	Essential	Desirable	Assessed
Qualified Teacher Status (UK)	✓		C
Additional Postgraduate Diploma in Deaf Education		✓	C
Experience of working in a support capacity with deaf pupils in a variety of settings		✓	A
Knowledge and experience of current legislation with reference to deaf children and young people	✓		A / I
Knowledge of current practice and developments for deaf children and young people	✓		A / I
Sound and current audiological knowledge		✓	A / I
Understanding of the National Curriculum and the SEND Code of Practice	✓		A / I
Experience of working in EYFS or Primary settings		✓	A
Proven experience in audiology		✓	A
Teaching and Assessment	Essential	Desirable	Assessed
Outstanding teacher	✓		I / O
Child centred partnership working	✓		A / I / O
Ability to keep accurate records and analyse data	✓		A / I / O
Ability to devise personalised learning programmes and review outcomes	✓		A / I / O
Experience of assessing children with hearing needs		✓	A
Skills & Abilities	Essential	Desirable	Assessed
A commitment to the inclusion of deaf children	✓		A / I
Ability to organise and deliver INSET to individual teachers and whole service groups	✓		A
Willingness to pursue own professional development	✓		A / I
Ability to form good interpersonal relationships with professionals in education, health, social care and voluntary organisations and be confident in a multi-professional forum	✓		A / I
Ability to form good interpersonal relationships with families	✓		A / I
Effective communication skills (spoken and written)	✓		A / I
Commitment to pupil voice and other strategies which contribute to a child's sense of self-worth, well-being, independence and achievement	✓		A / I
Knowledge of British Sign Language (BSL)		✓	A / I
Professional Characteristics	Essential	Desirable	Assessed
Be fully aware of the principles of safeguarding as they apply to this role and setting	✓		A / I
Willingness to work flexibly and independently within the requirements of a demand driven service	✓		I

The ability to work in sympathetic collaboration with class teachers and other school staff	X		A / I
Good organisational ability including time management	X		A / I
Ability to manage the high level of liaison required between the professional agencies	X		A / I
Evidence of ability to report back with clarity and accuracy to working parties, officers and members	X		A / I
Ability to work in partnership with DHSC and WSS team	X		A / I
Ability to work effectively and constructively as part of a team	X		A / I
Tact, diplomacy and a respect for confidentiality	X		A / I
Be able to work under pressure	X		I
Ability to remain calm, professional and solution-focused in challenging situations		X	I
Demonstrates resilience, professionalism, initiative and a positive approach to the role		X	I
Qualification in BSL – British Sign Language.		✓	C