

## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job Title:</b> Teacher of the Deaf	<b>Grade:</b> Teacher Pay Scale MPS or UPS scale (plus 1 or 2 SEN points) - depending on qualifications and experience
<b>Section:</b> Wandsworth Sensory Support Service	<b>Directorate:</b> Children Services Education <i>SEND and Inclusion</i>
<b>Responsible to following manager:</b> Tim Meaden	<b>Responsible for following staff:</b> N/A
<b>Post Number/s:</b> RWC9122	<b>Last review date:</b> N/A

#### Working for the Richmond & Wandsworth Better Service Partnership

We're Richmond & Wandsworth Better Service Partnership, the shared public service team for Richmond and Wandsworth Councils. Like any local authority, our role is to deliver the agenda of our elected members on behalf of the people who live and work in our part of the world. We deliver key services to our communities including social care, public health, children's services, housing and regeneration and environmental and community services.

Our joint workforce creates efficiency and resilience by bringing more creativity to the way we work, more objectivity and adaptability too, helping us deliver better services for all our residents.

We're here to help our communities thrive in a changing world, and to be there for the people who need us most we believe we need to keep adapting. That's why, at Richmond & Wandsworth Better Service Partnership, you'll be at the forefront of innovation in local government, and we'll invest in you and offer you opportunities to grow in a way only our unique organisation can.

## **Job Purpose**

The Teacher of the Deaf role is part of Wandsworth Hearing Support Service (HSS), a team of professionals within Wandsworth Sensory Support Service, delivering specialist teaching to Children and Young People (CYP) with hearing needs and comprehensive support for their families. The role is under the direction and instruction of the WHSS Peripatetic Team Leader to deliver high quality specialist teaching to support the learning and development of children and young people with hearing needs, and support their families, to ensure they have equal access to education opportunities, maintain progress and enable them to achieve their full potential.

## **Specific Duties and Responsibilities**

- To teach and / or provide an advisory role for pupils with hearing needs in mainstream, specialist and / or resource bases, to meet the needs of the overall Deaf and Hearing Support team.
- To deliver programmes of learning to individuals, and groups of pupils, with hearing needs who are supported by Wandsworth Deaf and Hearing Support team.
- To keep up-to-date records of pupils' progress and make this information available.
- To create and maintain an atmosphere in which pupils gain self-confidence, enjoyment and the will to learn.
- To develop and maintain positive relationships with parents of pupils with hearing needs.
- To be responsible for a designated group of pupils with hearing needs and have oversight of their educational, social and emotional development.
- 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 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 ensure that mainstream teachers are aware of pupils' needs in the assessment procedures.
- To liaise with a variety of professionals to ensure deaf children's needs are understood and met, including clarification of children's access needs.
- To participate in meetings, planning sessions and INSET sessions in the Hearing Support Service where required.
- To monitor pupils' attitude to, and use of, audiological equipment on a regular basis and deal with concerns.

- 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 keep abreast of current development and research on deaf children and ensure that this knowledge is disseminated to other members of the Service and implemented in revised policies, as appropriate.
- To take part in the appropriate appraisal system in accordance with Council policies.
- 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 be fully aware of the principles of safeguarding as they apply to vulnerable adults linked to the worker's role.
- 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 work under the overall supervision of the Head of Service.
- To participate in the Service's Self Review of performance
- To take part in the appropriate appraisal system in accordance with Council policies.
- 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 procedures relating to health and safety within the department.
- To work with, and support, other colleagues to ensure the smooth and effective running of the Service as a whole.
- 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.

### **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnerships.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection, handling complaints and health and safety.
- To adhere to security controls and requirements as mandated by Richmond and 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, supportive 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

<i>Safeguarding</i>	<p>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.</p> <p>Be fully aware of the principles of safeguarding as they apply to vulnerable adults to the workers role.</p> <p>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.</p>
<i>CPD</i>	A commitment to own personal development and to undertake mandatory training as required
<i>Service and Self Review</i>	To participate in the annual Professional Development Review.
<i>Behaviour / Risk Management</i>	To work with other colleagues to always ensure safety of both workers and users.
<i>Review</i>	<p>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.</p>



## Person Specification

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<b>Responsible to:</b> Tim Meaden	<b>Responsible for:</b> N/A
<b>Post Number/s:</b> RWC9126	<b>Last Review Date:</b> N/A

### 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 and 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.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Education and Training	Essential	Desirable	Assessed
Qualified teacher status (UK)	X		C
Additional Postgraduate Diploma in Deaf Education		X	C
Experience of working in a support capacity with deaf pupils in a variety of settings		X	A
Knowledge and experience of current legislation with particular reference to deaf children and young people	X		A I
Knowledge of current practice and developments for deaf children and young people	X		A I
Sound and current audiological knowledge		X	A I
Understanding of the National Curriculum and the SEND Code of Practice	X		A I
Experience of working in Special School settings		X	A
Proven experience in audiology		X	A
Experience of working for an Auditory Implant Service		X	A
Teaching and Assessment	Essential	Desirable	Assessed

Outstanding teacher	<b>X</b>		<b>I T</b>
Child centred partnership working	<b>X</b>		<b>A I T</b>
Ability to keep accurate records and analyse data	<b>X</b>		<b>A I</b>
Ability to devise personalised learning programmes and review outcomes	<b>X</b>		<b>A I T</b>
Experience of assessing children with hearing needs		<b>X</b>	<b>A</b>
<b>Skills &amp; Abilities</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
A commitment to the inclusion of deaf children	<b>X</b>		<b>A I</b>
Ability to organise and deliver INSET to individual teachers and whole service groups	<b>X</b>		<b>A</b>
Willingness to pursue own professional development	<b>X</b>		<b>A I</b>
Ability to form good interpersonal relationships with professionals in education, health, social care and voluntary organisations and be confident in a multi-professional forum	<b>X</b>		<b>A I</b>
Ability to form good interpersonal relationships with families	<b>X</b>		<b>A I</b>
Effective communication skills	<b>X</b>		<b>A I</b>
Commitment to pupil voice and other strategies which contribute to a child's sense of self-worth, well-being, independence and achievement	<b>X</b>		<b>A I</b>
<b>Professional Characteristics</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Be fully aware of the principles of safeguarding as they apply to this role and setting	<b>X</b>		<b>A I</b>
Willingness to work flexibly and independently within the requirements of a demand driven service	<b>X</b>		<b>I</b>
The ability to work in sympathetic collaboration with class teachers	<b>X</b>		<b>A I</b>
Good organisational ability including time management	<b>X</b>		<b>A I</b>
Ability to manage the high level of liaison required between the professional agencies	<b>X</b>		<b>A I</b>
Evidence of ability to report back with clarity and accuracy to working parties, officers and members	<b>X</b>		<b>A I</b>
Ability to work in partnership	<b>X</b>		<b>A I</b>
Be an effective team member; constructive and aware	<b>X</b>		<b>A I</b>
Tact, diplomacy and a respect for confidentiality	<b>X</b>		<b>A I</b>
Be able to work under pressure	<b>X</b>		<b>I</b>
Demonstrate a sense of perspective and / or humour in a range of challenging situations		<b>X</b>	<b>I</b>
Be cheerful, resilient, enthusiastic, responsible and self-motivated		<b>X</b>	<b>I</b>

**A – Application form / CV**

**I – Interview**

**T – Test**

**C - Certificate**