

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: Wandsworth Deaf and Hearing Support Lead	Responsible for following staff: N/A
Post Number/s: RWC9126	Last review date: June 2025

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 delivers high quality specialist teaching to support the learning and development of d/Deaf children and young people (CYP), promoting equal access to educational opportunities, sustained progress, and positive outcomes that enable learners to achieve their full potential.

The post forms part of Wandsworth Sensory Support (WSS), working in partnership with the families of CYP with hearing loss. The role operates under the direction of the Wandsworth Deaf and Hearing Support (WDHS) Lead and is primarily peripatetic, with the flexibility to provide support across WSS and in response to service needs.

Specific Duties and Responsibilities

Specialist teaching & outcomes

- To teach and / or provide an advisory service for d/Deaf pupils in mainstream, specialist and / or resource-base settings, in line with the needs of Wandsworth Sensory Support.
- To deliver programmes of learning to individuals and groups of d/Deaf pupils, who are supported by WDHS.
- To create and maintain an atmosphere in which pupils gain self-confidence, enjoyment and the will to learn.
- 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 ensure that mainstream teachers are aware of pupils' needs in the assessment procedures.
- To participate in meetings, planning sessions and INSET sessions in WDHS where required.
- To provide specialist advisory guidance to schools and settings to support the inclusion, access and progress of children and young people with hearing loss, influencing classroom practice and reasonable adjustments.

EHCP / reporting / record keeping

- To keep up to date records of pupils' progress and make this information available.
- To be responsible for a designated group of d/Deaf pupils and have oversight of their educational, social and emotional development.
- To contribute to and take responsibility for the preparation of specialist reports for statutory Education, Health and Care Plan reviews, including transition planning, ensuring reports are accurate, timely and professionally robust.

Partnership working (families, schools, audiology)

- To develop and maintain positive relationships with parents of d/Deaf pupils.
- 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.

Policies, CPD and procedures

- To keep abreast of current development 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 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.

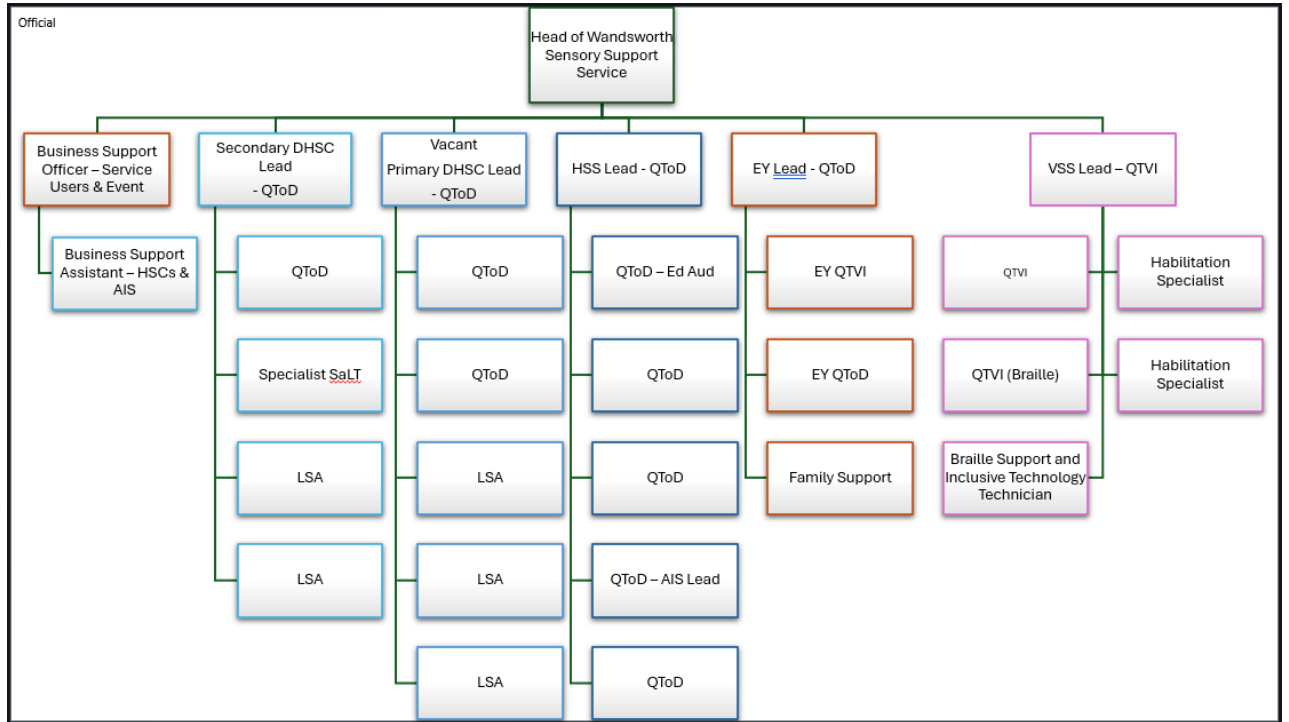
The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

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 school / college 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 (see below for explanation)
Education and Training	Essential	Desirable	Assessed
Qualified teacher status (UK)	✓		A / C
Additional Postgraduate Diploma in Deaf Education		✓	A / C
Experience of working in a support capacity with d/Deaf pupils in a variety of settings		✓	A / I
Knowledge and experience of current legislation with particular reference to d/Deaf children and young people	✓		A / I
Knowledge of current practice and developments for d/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
Proven experience in audiology		✓	A / I
Experience of working for an Auditory Implant Service		✓	A / I
Teaching and Assessment	Essential	Desirable	Assessed
Outstanding teacher	✓		O
Child centred partnership working	✓		A / I
Ability to keep accurate records and analyse data	✓		I / O
Ability to devise personalised learning programmes and review outcomes	✓		A / I
Experience of assessing d/Deaf children		✓	A / I
Skills & Abilities	Essential	Desirable	Assessed
A commitment to the inclusion of d/Deaf children	✓		A / I
Ability to organise and deliver INSET to individual teachers and whole service groups	✓		A / I
Willingness to pursue own professional development	✓		A / I / C
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	✓		A / I
Commitment to pupil voice and other strategies which contribute to a child's sense of self-worth, well-being, independence and achievement	✓		I / O

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